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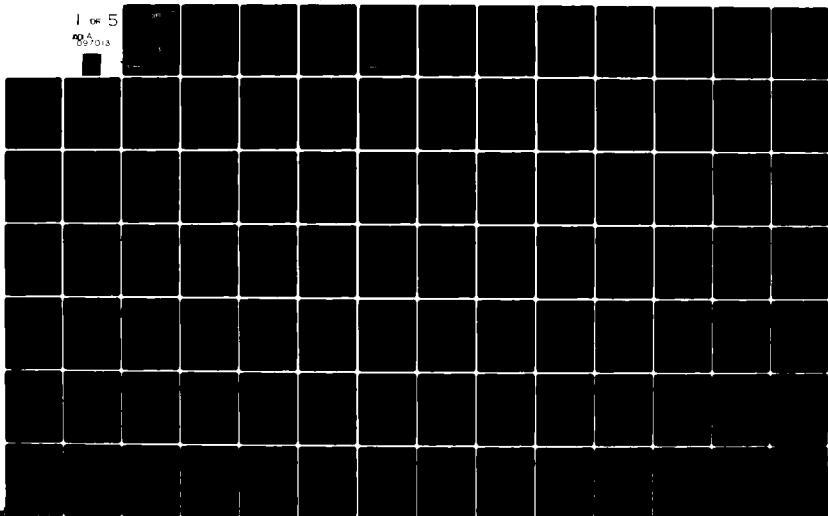
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1978 DOD SURVEY OF OFFICERS AND ENLISTED  
PERSONNEL: USER'S MANUAL AND CODEBOOK

Zahava D. Doering, David W. Grissmer,  
Jennifer A. Hawes and William P. Hutzler

January 1981

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The Office of the Assistant Secretary  
of Defense/Manpower, Reserve Affairs  
and Logistics

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Describes the 1978 survey administered to a worldwide sample of active force personnel in all four Services. The survey was conducted between January and June 1979. The survey was one of several interrelated collection efforts of the Rand-DoD Survey Group, a component of the Rand Manpower, Mobilization and Readiness Program. The first four sections of this note describe the rationale of the survey, sample and weighting procedures, and data-processing procedures, especially those with analytic implications. The codebook sections reproduce each question in the four questionnaires, together with every permissible response category. Variable-specific explanatory notes also appear. The files for this survey contain a total of 57,590 records: 21,565 for Form 1 (enlisted personnel), 16,773 for Form 2 (enlisted personnel), 9,632 for Form 3 (officers), and 9,570 for Form 4 (officers). (See also N-1453 and N-1458.)

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## A RAND NOTE

1978 DOD SURVEY OF OFFICERS AND ENLISTED  
PERSONNEL: USER'S MANUAL AND CODEBOOK

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PREFACE

This note documents a study conducted under Task Orders 79-V-1 and 80-V-1 as part of Rand's Manpower, Mobilization and Readiness Program, sponsored by the Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs & Logistics)--OASD(MRA&L).

With manpower issues assuming an ever greater importance in defense planning and budgeting, the Rand study program seeks to develop broad strategies and specific solutions for dealing with present and future defense manpower problems. The achievement of these goals requires the development of new methodologies for examining broad classes of manpower problems as well as specific problem-oriented research. In addition to analyzing current and future manpower issues, this study program seeks to contribute to a better general understanding of the manpower problems confronting the Department of Defense.

A key component of the program is the development of DoD-wide data bases that can support policy formation and research necessary for dealing with present and future defense manpower problems. Such data should include information about the behavior, experiences, attitudes, preferences, and intentions of military personnel. Particularly if collected on a periodic basis, these data would be helpful in assessing the response of military personnel to past or current policy changes and could be used to identify areas for future policy action.

The 1978 DoD Survey of Officers and Enlisted Personnel is one of several interrelated data collection efforts of the Rand-DoD Survey Group, a component of the Rand Manpower, Mobilization, and Readiness Program. The survey group has designed and administered two other military life cycle surveys. The 1979 DoD Survey of Personnel Entering Military Service, which was administered to enlistees at the Armed Forces Entrance Examinations Stations (AFEES) immediately after the enlistees were sworn in,\* and the 1979 Reserve Force Surveys, which

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\*See: Zahava D. Doering, David W. Grissmer, Jane S. Morse, 1979 DoD Survey of Personnel Entering Military Service: Wave 1 User's Manual and Codebook, The Rand Corporation, N-1605-MRAL, November 1980, and 1979 DoD Survey of Personnel Entering Military Service: Wave 2 User's Manual and Codebook, The Rand Corporation, N-1606-MRAL, November 1980.

dealt with enlisted personnel and officers in the Army Reserve and Army National Guard.\* Future surveys may include other military populations, e.g., reservists in the Navy or Air Force, as well as other junctures in the military life cycle, e.g., separation decision.

The 1978 DoD Survey of Officers and Enlisted Personnel focused on the in-service population, i.e. the men and women on active duty in the four services.\*\* This note provides the documentation for the data collected in that survey. The basic reference document for users of the data, this note contains substantive and technical information about the survey and the data files required for planning tabulations and other analyses.

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\*See: Zahava D. Doering, Rand-Department of Defense Survey Research Program, Fiscal Years 1978-1979, The Rand Corporation, N-1165-MRAL, December 1979.

\*\*See: Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, William P. Hutzler, 1978 DoD Survey of Officers and Enlisted Personnel: Survey Design and Administrative Procedures, The Rand Corporation, N-1458-MRAL, April 1980, and W. P. Hutzler and Z. D. Doering, 1978 DoD Survey of Officers and Enlisted Personnel: Sample Design and Selection, The Rand Corporation, N-1453-MRAL, February 1980.

### SUMMARY

This note provides documentation for data collected in the 1978 DoD Survey of Officers and Enlisted Personnel, one of a series of interrelated data collection efforts of the Rand-DoD Survey Group, a component of Rand's Manpower, Mobilization and Readiness Program. The survey group's objectives include a systematic examination of, and provision of policy sensitive information on the military life cycle. The military life cycle includes both reserve and active force enlistment decisions, career orientations, responses to policies that affect military members and their households, and decisions to leave the military.

The 1978 DoD Survey of Officers and Enlisted Personnel focuses on the in-service population--the men and women on active duty in all four Services. The purpose of the survey is to provide the Office of the Secretary of Defense (OSD) and the military services with data for policy formulation and research. It is the only survey administered to personnel in all Services from which valid statistical inferences can be drawn concerning the entire military population. This survey is administered infrequently; previous surveys were conducted in 1971, 1973, and 1976. Because it is the sole vehicle for collecting statistically representative data across Services, it interests a variety of potential users.

The survey was designed to be administered in four questionnaire variants, two alternate forms for enlisted personnel and two for officers:

- o Form 1. 1978 DoD Survey of Enlisted Personnel deals primarily with economic issues, civilian employment, orientation to different reenlistment options, and retirement.
- o Form 2. 1978 DoD Survey of Enlisted Personnel deals primarily with specific personnel policies, e.g.,

rotation experience, promotion, and the military's utilization of women.

- o Form 3. 1978 DoD Survey of Officers is a variant of Form 1, adapted for officers.
- o Form 4. 1978 DoD Survey of Officers is a variant of Form 2, adapted for officers.

The "economic and labor force" questionnaires, Forms 1 and 3, are oriented toward providing comprehensive information on military family income, labor force participation of household members, reenlistment decisionmaking, and aspects of military compensation.

The second version of the survey, Forms 2 and 4, is more of an amalgam dealing with various aspects of the quality of military life. It covers rotation of military personnel, job characteristics and working hours, personnel morale, and equal opportunity topics, and provides previously unavailable statistics on the family military history of officers and enlisted personnel.

The survey was fielded in late January 1979 to a world-wide sample of approximately 93,000 men and women in all four Services. Because of the sample's geographical dispersion and the logistics of administration, data collection was not completed until June 1979.

This note summarizes the sample design, provides information about response rates, and contains general information about the contents of the instruments. The data processing of the 57,540 returned questionnaires is described in detail. The last four sections reproduce the questions from all four Forms, together with all of the technical information required for using the data. Definitions of all the codes are included, as well as notes to aid in item interpretation. Technical information about the structure of the data files, the number of records, and the general format of the data is also provided.

ACKNOWLEDGEMENTS

The transition from the questionnaires for the 1978 DoD Survey of Officers and Enlisted Personnel to usable analytic files was accomplished through the work and dedication of many individuals in several organizations. We welcome the opportunity to acknowledge them here.

At the Defense Manpower Data Center (DMDC), Zieta Ferris effectively supervised all activities connected with the receipt and editing of questionnaires. Ms. Ferris was ably assisted by Kathy Dozier, Mary T. Willis, Geni Kabi, and several summer student employees. Elsie Elster provided superb keypunching support. Dick Wells wrote and implemented the software required to manipulate the raw data files. Carolyn Stewart created the SPSS files. Her patience with the seemingly endless changes which were made was truly appreciated. Dennis Van Langen implemented the final editing of the files and suggested many useful coding simplifications. Gwen O'Neill contributed many sound ideas for managing the files.

Dennis Dillon of the Intran Corporation, the optical scanning contractor responsible for the initial processing, worked closely with us as a member of an integrated team.

During all phases of file preparation and documentation, we heavily relied on the work, technical skills, and experience of several colleagues at the Rand Corporation. Jane Sachar developed the methodology used to calculate the weights which have been appended to the analytic files and which are briefly discussed in Section II. She also worked with DMDC to ensure timely and accurate implementation. Corazon Francisco reviewed our technical documentation and made many helpful suggestions. Aaron Curwitz reviewed the note in its present form.

Maureen David converted the optical scanning questionnaires into this note's printed form. Sally Rich entered code definitions, notes, and other technical information into the codebook and cross-referenced the questionnaires. Marie Sanchez provided valuable technical assistance in the final preparation of the codebook.

Dianne Reingold in Rand's Survey Production Unit supervised the actual production of the codebook sections. Special note should be made of Debby Wesley who carried much of the responsibility for producing Sections V-VIII.

The authors are responsible for any errors or omissions that remain.



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## I. INTRODUCTION

The 1978 DoD Survey of Officers and Enlisted Personnel is one of several interrelated data collection efforts of the Rand-DoD Survey Group, a component of Rand's Manpower, Mobilization and Readiness Program. The survey group's objectives include a systematic examination of, and provision of policy sensitive information about the military life cycle. The military life cycle includes both reserve and active force enlistment decisions, career orientations, responses to policies that affect military members and their households, and decisions to leave the military.

The survey group has, to date, designed and administered three military life cycle surveys:

- o The 1979 DoD Survey of Personnel Entering Military Service, administered to enlistees at the Armed Forces Entrance Examinations Stations (AFEES) immediately after the enlistees were sworn in.
- o The 1978 DoD Survey of Officers and Enlisted Personnel, which focused on the in-Service population, i.e. the men and women on active duty in the four Services.
- o The 1979 Reserve Force Surveys, administered to enlisted personnel and officers in the Army Reserve and Army National Guard.

The purpose of the 1978 DoD Survey of Officers and Enlisted Personnel is to provide the Office of the Secretary of Defense (OSD) and the military services with data for policy formulation and research. It is the only survey administered to personnel in all Services from which valid statistical inferences can be drawn concerning the entire military population. This survey is administered infrequently; previous surveys were conducted in 1971, 1973, and 1976. Because it is the sole vehicle for collecting statistically representative data across Services, it interests a variety of potential users. For example, in the design phases of the present survey, interest was expressed by researchers planning to

use the survey as the primary data collection effort for a major research issue (retention, retirement, promotion) as well as by those seeking information about single items in specific policy areas (health, readiness, race relations).

Because of the survey's multipurpose nature and the numerous questions needed to fully address some topics, we designed the survey to be administered in four questionnaire variants, two alternate forms for enlisted personnel and two for officers:

- o Form 1. 1978 DoD Survey of Enlisted Personnel deals primarily with economic issues, civilian employment, orientation to different reenlistment options, and retirement.
- o Form 2. 1978 DoD Survey of Enlisted Personnel deals primarily with specific personnel policies, e.g., rotation experience, promotion, and the military's utilization of women.
- o Form 3. 1978 DoD Survey of Officers is a variant of Form 1, adapted for officers.
- o Form 4. 1978 DoD Survey of Officers is a variant of Form 2, adapted for officers.

The "economic and labor force" questionnaires, Forms 1 and 3, are oriented toward providing comprehensive information on military family income, labor force participation of household members, reenlistment decisionmaking, and aspects of military compensation. These topics were sufficiently important and lengthy to warrant complete coverage on a single version of the survey.

The second version of the survey, Forms 2 and 4, is more of an amalgam dealing with various aspects of the quality of military life. It covers rotation of military personnel, job characteristics and working hours, personnel morale, and equal opportunity topics, and provides previously unavailable statistics on the family military history of officers and enlisted personnel.

The survey was fielded in late January 1979 to a world-wide sample of approximately 93,000 men and women in all four Services. Because of the sample's geographical dispersion and the logistics of administration, data collection was not completed until June 1979. Since then, questionnaires have been edited, processed, and converted to machine-readable files.

The documentation for this survey will be contained in four notes. The first note described the sample design and selection; the second note presented the survey design and administrative procedures.\* This is the third note. A fourth note will summarize the fieldwork, compare the characteristics of respondents who completed questionnaires to the characteristics of the military population eligible for the survey and present the methodology used in weighting the data files.

This note is the user's manual and codebook for all the questionnaires. It summarizes the sample design, provides preliminary information about response rates and general information about the survey questionnaires and their processing, and describes the data in detail. As the basic reference, this note provides users with data needed to interpret coded responses to each question and to plan tabulations or other kinds of analyses. In addition, it provides technical information about the structure of the data files, number of records, general format, etc. The note also contains references to publications providing more detailed discussions of the survey's rationale, and sample design.

Section II of this note summarizes the sample design and provides information about response rates and weights assigned to the data. Section III contains an overall discussion of the four questionnaire's substantive contents.

Section IV describes the operations performed on the data between the time the questionnaires were returned from the field and the existence of the actual data files. The discussion of data recoding, editing, and the assignment of audit codes to response fields is significant since some of the assumptions made in that process have

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\*See: W. P. Hutzler and Z. D. Doering, 1978 DoD Survey of Officers and Enlisted Personnel: Sample Design and Selection, The Rand Corporation, N-1453-MRAL, February 1980. Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, William P. Hutzler, 1978 DoD Survey of Officers and Enlisted Personnel: Survey Design and Administrative Procedures, The Rand Corporation, N-1458-MRAL, April 1980.

analytic implications. The section also explains the quality checks performed on the data and gives technical information about the structure of the data files, number of records, general format, etc.

Sections V-VIII reproduce the questions from all four survey instruments and provide all technical information required for using the data. Definitions of all the codes and notes to aid in item interpretation are included.

The appendixes contain ancillary reference material to facilitate understanding the questionnaires and the data files. Appendix A contains four tables. Each table lists every item in one of the four questionnaires in the same order as the questionnaires reproduced in sections V-VIII, and for each item, the numbers of the corresponding questions on the other three variants. The tables enable the user to find identical variables in other variants. Appendix B describes the assignment of occupational specialty codes to the data files.

## II. SAMPLE DESIGN, RESPONSE RATES, AND WEIGHTS

### SAMPLE STRATIFICATION

A detailed discussion of the sample design, as well as a comparison of the survey samples with the military population from which they were selected is available in a separate note.<sup>\*</sup> The discussion here is intended to provide the user of these data files with summary information about the structure of the sample and information about the fieldwork results.

As in all previous nationwide surveys, the basic stratification variable for the 1976 bel survey was Service. Within each Service, the enlisted samples were stratified by years of service (10+) and the officer samples by grade and sex. The enlisted sample within the two YOD groupings, 10- and 11+, was further stratified by time remaining in enlistment (contract time to 1 year, finally, supplemental samples of enlisted women and draftees were selected to permit special analyses. The nine cells resulting from the enlisted personnel stratification are shown in Table 1; the five cells of the officer samples are shown in Table 2. The stratification plan was designed to accommodate several aspects of possible differences between nationwide surveys. First, the structure used is very similar to that used for the 1970 bel survey. The similarity will enable data from the two surveys to be compared in several areas of personnel management that warrant continued investigation, including reenlistment intentions and compensation evaluation. The similar stratification structures of the two surveys will also facilitate comparison of response rates. This comparison will permit evaluation of the impact of method changes which have been made in the survey administration procedures for the 1976 bel survey--namely, reliance on administrative channels at all four Services combined with rigorous sample accountability requirements. We have used the 1970 bel survey for comparison purposes, because it is, to our knowledge, the only bel

<sup>\*</sup>W.B. Butler and J.L. Boetting, 1976 bel survey of officers and enlisted personnel: sample design and selection, The Rand Corporation, N-7407-MFAL, February 1977.

Survey for which at least some documentation of administrative procedures and results is available.

Table 1  
SAMPLE STRATIFICATION FOR ENLISTED PERSONNEL

Sample Cell No.	Years of Service (YOS)	Time to ETS (yrs) <sup>a</sup>
1	0 to 4	< 1
2	0 to 4	> 1
3	5 to 8	< 1
4	5 to 8	> 1
5	9 to 12	
6	13 to 16	
7	17+	
<sup>b</sup> Supplemental Sample		
8	Additional females	
9	Additional blacks	

<sup>a</sup> Enlistment term of service.

<sup>b</sup> Both females and blacks are included in the first seven sample cells. Supplemental samples were drawn to ensure a statistically significant number for specific analyses.

Table 2  
SAMPLE STRATIFICATION FOR OFFICER PERSONNEL

Sample Cell No.	Sex	Grade
1	Male	0-1, 0-2
2	Male	0-3
3	Male	0-4
4	Male	0-5, 0-6
5	Female	0-1 to 0-6

#### SAMPLE DESIGN AND SELECTION

Three factors constrained the actual sample design formulated for this survey: first, the need for a statistically significant number of



usable responses in each cell of the stratification; second, the expected response rate of sampled individuals; and finally, budget limitations. We took into account these three factors, the structure of the sample stratification, and the difficulty of fielding four distinct questionnaires to arrive at the target number of completed and usable questionnaires.

The sample design required a total DoD-wide sample size of 54,500 completed and usable questionnaires: 500 completed, usable questionnaires for all sample cells, except in two special sample cells. The design for Form 1 required 1,000 completed usable questionnaires from those respondents who were within one-year of completing their enlistment term (ETS) and who had less than five (5) years of service and 1,000 completed usable questionnaires from those respondents who were within one-year of ETS and who had between five and eight (5-8) years of service. In addition, supplemental samples of enlisted females and blacks were required in order to produce a total of 500 usable questionnaires from each Service for each of these two groups. The desired distributions of usable questionnaires, by Service, are shown in Tables 3 and 4.

#### RESPONSE RATES

Table 5 contains, by Service for officers and enlisted personnel, a summary of the overall sample and the number of returned questionnaires available on the data files. It should be emphasized that the response rate shown in Table 5 is unadjusted. That is, the number sampled was not adjusted to account for individuals either having separated from the Service or having permanently changed station (PCS) prior to receiving the survey. The questionnaires returned to DMDC were not forwarded to the individual's new location. The raw response rate should be interpreted as the ratio of returned questionnaires to the total number of questionnaires mailed. Table 6 shows the fieldwork results in terms of the required and returned number of questionnaires for each variant of the survey. Examination of Table 6 shows that, with few exceptions, the

Table 3  
 TARGET NUMBER OF RESPONSES FOR ENLISTED PERSONNEL<sup>a</sup>  
 (Each Variant)

Sample Cell No.	YOS	Time to ETS (yrs)	Army	Navy	Marine Corps	Air Force
1	0 to 4	≤1	1000 <sup>b</sup>	1000 <sup>b</sup>	1000 <sup>b</sup>	1000 <sup>b</sup>
	0 to 4	>1	500 <sup>b</sup>	500 <sup>b</sup>	500 <sup>b</sup>	500 <sup>b</sup>
3	5 to 8	≤1	1000	1000	1000	1000
	5 to 8	>1	500	500	500	500
5	9 to 12		500	500	500	500
6	13 to 16		500	500	500	500
7	17+		500	500	500	500
8	Supplemental Sample					
	Females		280	370	370	250
9	Blacks		(d)	320	95	110
	Total		4780 <sup>b</sup>	5190 <sup>b</sup>	4965 <sup>b</sup>	4860 <sup>b</sup>
			3780 <sup>c</sup>	4190 <sup>c</sup>	3965 <sup>c</sup>	3860 <sup>c</sup>

<sup>a</sup> Table entries represent the numbers of completed, usable questionnaires desired (Form 1 and Form 2), unless otherwise noted.

<sup>b</sup> Form 1.

<sup>c</sup> Form 2.

<sup>d</sup> Enough blacks were expected in the Army primary sample in cells 1-7 so that a supplemental sampling was unnecessary.

Table 4  
 TARGET NUMBER OF RESPONSES FOR OFFICER PERSONNEL  
 (Each Variant)

Sample Cell No.	Sex	Grade	Army	Navy	Marine Corps	Air Force
1	Male	0-1, 0-2	500	500	500	500
2	Male	0-3	500	500	500	500
3	Male	0-4	500	500	500	500
4	Male	0-5, 0-6	500	500	500	500
5	Female	0-1 to 0-6	500	500	(a)	500
	Total		2500	2500	2000	2500

<sup>a</sup> Females are included in the first four cells in proportion to their numbers in the Marine Corps population.

returned number of questionnaires exceeds the number required for analyses. The major exceptions are the number of Form 3 and Form 4 questionnaires received from Army officers.

While Tables 5 and 6 provide a good indication that the goals of the sample design have been met, they do not provide the data about specific distribution of the returned questionnaires into the sample cells arrayed in Tables 3 and 4. As indicated above, detailed analyses of response rates are in preparation. As part of the work, each respondent was assigned to a sample cell, and weights were developed for the data files. The weighting rationale is summarized in the next section.

Table 5

SUMMARY OF FIELDWORK FOR 1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: NUMBER OF FIELDED AND RETURNED QUESTIONNAIRES

Service	Respondents				Total
	Enlisted		Officers		
	Form 1	Form 2	Form 3	Form 4	
Army					
Fielded	9,994	7,853	3,165	3,166	24,178
Returned	5,062	3,854	2,005	2,030	12,951
% of Fielded	50.7	49.1	63.3	64.1	53.6
Navy					
Fielded	10,584	8,286	3,806	3,806	26,482
Returned	6,508	5,075	2,822	2,779	17,184
% of Fielded	61.5	61.2	74.1	73.0	64.9
Marine Corps					
Fielded	9,384	7,092	3,066	3,067	22,609
Returned	5,283	4,119	2,294	2,252	13,948
% of Fielded	56.3	58.1	74.8	73.4	61.7
Air Force					
Fielded	7,045	5,415	3,388	3,387	19,235
Returned	4,712	3,725	2,511	2,509	13,457
% of Fielded	66.9	68.8	74.1	74.1	70.0
DoD Total					
Fielded	37,007	28,646	13,425	13,426	92,504
Returned	21,565	16,773	9,632	9,570	57,540
% of Fielded	58.3	58.6	71.7	71.3	62.2

Table 6

REQUIRED AND RETURNED NUMBER OF QUESTIONNAIRES FOR EACH VARIANT  
OF THE 1978 SURVEY OF OFFICERS AND ENLISTED PERSONNEL

Service	Respondents				Total
	Enlisted		Officers		
	Form 1	Form 2	Form 3	Form 4	
Army					
Required	4,780	3,780	2,500	2,500	13,560
Returned	5,062	3,854	2,005	2,030	12,951
% of Required	105.9	102.0	80.2	81.2	95.5
Navy					
Required	5,190	4,190	2,500	2,500	14,380
Returned	6,508	5,075	2,822	2,779	17,184
% of Required	125.4	121.1	112.9	111.2	119.5
Marine Corps					
Required	4,965	3,965	2,000	2,000	12,930
Returned	5,283	4,119	2,294	2,252	13,948
% of Required	106.4	103.9	114.7	112.6	107.9
Air Force					
Required	4,860	3,860	2,500	2,500	13,720
Returned	4,712	3,725	2,511	2,509	13,457
% of Required	97.0	96.5	100.4	100.4	98.1
DoD Total					
Required	19,795	15,795	9,500	9,500	54,590
Returned	21,565	16,773	9,632	9,570	57,540
% of Required	108.9	106.2	101.4	100.7	105.4

#### DESCRIPTION AND LIMITATIONS OF THE WEIGHTS

To allow time to assemble and mail questionnaires to world-wide administrative units, we planned a gap of several months between sample selection and survey administration. We also recognized that some individuals with ETS dates between sample selection and survey administration would separate from the Service. Consequently, before selecting samples, we excluded from the Service population tapes those individuals with an ETS date prior to the estimated survey administration date of February 1, 1979. In addition, we made no provision for surveying new accessions between sample selection and survey administration. These restrictions and other technical considerations resulted in excluding from the surveyed sample the following two groups of individuals:

- o Individuals who reenlisted but who had original ETS dates between sample selection (October 1978) and survey administration (1 February 1979); and
- o Individuals with less than four months of service (Navy, Marine Corps, Air Force) or five months of service (Army), i.e., new accessions.

Had the re-enlistees been surveyed, they would have been included in all sample cells except enlisted cell 1, from which they would have already "graduated". Had the new accessions been surveyed, they would have been included in the enlisted cell with 0-4 years of service and ETS date greater than one year or one of the lower paygrade officer cells.

Because the sampling plan allowed for disproportionate sampling among subgroups in the DoD population, weights were required. In calculating the weights for the survey, based on cell specific response frequencies and the DoD population as of 31 March 1979, two assumptions were made. These assumptions, based on comparisons of groups on demographic characteristics from the March 1979 tapes, were as follows:

- o Individuals in each population cell who recently reenlisted were excluded from the sample universe but were assumed to be similar in characteristics, experiences, and orientations to those included in the survey sample. Therefore, the former were included in the population total for the calculation of weights.
- o New accessions between the sample selection and survey administration are assumed to be different from those in the 0-4 year cell with more than one year to ETS and were excluded in the calculation of weights.

These assumptions imply that the population to which the survey is intended to generalize is the DoD population with more than 4 months of service (5 months for the Army) as of 31 March 1979. Table 7 shows the total Service population, the population to which the survey is to generalize, and the proportion of this latter population responding to the survey.

Table 7  
RELATIONSHIP OF RETURNED QUESTIONNAIRES TO DOD POPULATION  
As of 31 March 1979

	Army	Navy	Marine Corps	Air Force	DOD Total
<u>Enlisted</u>					
Total Strength	650,890	458,492	167,192	465,550	1,742,124
Generalizable Population <sup>a</sup>	613,469	439,734	157,717	446,525	1,657,445
Number of Returned Questionnaires	8,916	11,583	9,402	8,437	38,538
Proportion of Generalizable Pop. responding to Survey <sup>a</sup>	.015	.026	.060	.019	.025
<u>Officer</u>					
Total Strength	82,331	58,314	16,864	94,236	251,745
Generalizable Population <sup>a</sup>	80,922	58,170	16,863	93,776	249,731
Number of Returned Questionnaires	4,035	5,601	4,546	5,020	19,202
Proportion of Generalizable Pop. responding to Survey <sup>a</sup>	.050	.096	.270	.054	.077

<sup>a</sup> Generalizable population refers to individuals with more than 4 months of service (5 months for Army).

#### WEIGHTING THE DATA

When the sample of respondents is weighted, population statistics can be computed, indicating estimates for the DoD population with more than 4 months of service (5 in the Army) as of March 31, 1979. The method used for deriving weights for all four Forms is summarized here.

Each Service was sampled independently, as mentioned above. Cells for the enlisted sample were initially defined by years of service (YOS). For YOS less than or equal to 8, stratification was also by time to ETS. Cells for the officer samples were defined by grade and sex. Since supplemental samples of females and blacks were selected for subsequent analyses, they were placed in the appropriate cells before weighting. (See Tables 1 and 2 above.)

To correct for the disproportionate sampling of strata and the oversampling of females and blacks, two additional variables, sex and

race, have to be taken into account as stratification variables. For the enlisted samples, used for Forms 1 and 2, the following variables are relevant in developing weights, i.e., the stratification variables are as follows:

Service (Army, Navy, Marine Corps, Air Force)  
 YOS (0-4, 5-8, 9-12, 13-16, 17+)  
 ETS ( $\leq 1$  year,  $> 1$  year)  
 Sex (Male, Female)  
 Race (Black, Nonblack)

For the officer samples, used for Forms 3 and 4, the following stratification variables are:

Service (Army, Navy, Marine Corps, Air Force)  
 Sex (Male, Female)  
 Paygrade (01-02, 03, 04, 05-06)

As is evident in Table 2, cells do not exist for a complete cross-sampled classification; except in the Marine Corps, all sampled females were placed in one cell because of the small number of female officers. However, because few women were in the Marine Corps, females were not given a separate cell but were stratified only by paygrade.

For the enlisted samples, used for Forms 1 and 2, each individual with a given Service, YOS, ETS, sex, and race combination has the same weight as other individuals having the same combination and completing the same Form. For the officer samples, the combination is defined only by Service, sex, and paygrade.

The returned questionnaires did not include personal identifiers, such as name or social security number, which could be used to obtain precise stratification variables identifying cell, i.e., by linkage to the sampling tapes. As is often the case with surveys, a number of questionnaires were returned without adequate information on at least one of the stratification variables. The percentage of questionnaires, by

Form, with at least one stratification variable missing is as follows: Form 1, 5.0 percent; Form 2, 4.4 percent; Form 3, 0.8 percent; Form 4, 0.5 percent. In all cases, however, Service was available. As a result, it was difficult to identify precisely from which cell these individuals came. In an effort not to eliminate any data, a weighting methodology was developed for these individuals as well: Each observation was weighted, whether or not it had full information. If an observation had only partial information, that information was used to derive a weight that is a function of the cell frequency, the population marginals on the known variables, and the probability that the observation comes from a cell with the same unknown variables.



### III. CONTENTS OF THE DATA FILES

#### DATA REQUIREMENTS

The 1978 DoD Survey of Officers and Enlisted Personnel, as indicated above, is composed of a set of four questionnaires. The questionnaire contents and structure resulted from several interrelated activities. Policy and research issues for which the survey could serve as a primary data collection instrument were determined by (1) a review of analyses using data from past DoD surveys, (2) an assessment of the data requirements of manpower research in progress, and (3) identification of current issues which might be elucidated by the survey data. Suggestions and recommendations for policy content were solicited from all MRA&L offices and from the Services. From this process emerged several research and policy areas which could definitely be addressed through analyses of data from this survey. These policy areas included, for example,

- o Reenlistment behavior, especially first and second term retention,
- o Projected career patterns under different retirement options,
- o Participation in the civilian labor force by enlisted personnel, officers, and spouses of military personnel,
- o Comparison of military home ownership data with corresponding civilian data,
- o Rotation policy in the context of various extension and location bonus payments and different family accompaniment policies,
- o Aspects of the quality of military life, including equal opportunity, personnel morale, grievance procedures, job characteristics, and working hours, and
- o Utilization of women.

For each of these areas, as well as several others, we identified the precise data and sampling requirements. The list of potential variables which resulted was approximately five times longer than the list in the final questionnaires. We eliminated several variables for the following reasons: In some areas, the sampling design necessary for data collection could not be accommodated; some issues did not reflect broad concerns within either the Department of Defense or the Services; and some issues were likely to be resolved before the completion of data collection and subsequent analysis.

We designed the questionnaires and reduced the data requirements for the remaining study areas to a manageable quantity to permit both military-civilian and longitudinal comparisons. In other words, we selected variables and designed items so that the data collection could be compared to existing civilian data bases and past DoD efforts.

After substantive review of draft items, we pretested the questionnaires. We found that to meet analytic requirements, one questionnaire required several hours of a respondent's time. To decrease respondent burden, we designed two questionnaire versions. Differences in terminology and experience between enlisted personnel and officers indicated that each questionnaire version also required two variants, one variant suitable for officers and one for enlisted personnel--resulting in four variants for this survey. An overview of the total survey, i.e., of all four questionnaires is presented below.

#### OVERVIEW OF THE QUESTIONNAIRES

As indicated above, the survey was designed to be administered in four questionnaire variants, two alternate forms for enlisted personnel and two for officers:

- o Form 1. 1978 DoD Survey of Enlisted Personnel and Form 3. 1978 DoD Survey of Officers, which are referred to as the "economic and labor force" variants, deal primarily with economic issues, civilian employment, orientation to different reenlistment options, and retirement. The variants were designed to provide comprehensive information on military family income, labor force participation of household members,

reenlistment decisionmaking, and aspects of military compensation.

- o Form 2. 1978 DoD Survey of Enlisted Personnel and Form 4. 1978 DoD Survey of Officers, referred to as the "quality of life" variants, deal primarily with specific personnel policies, e.g., rotation experience, promotion, intergroup relations and the military's utilization of women. These questionnaires were designed as an amalgam dealing with various aspects of the quality of military life. Included in the data collection are job characteristics, personnel morale, as well as previously unavailable statistics on the family military history of officers and enlisted personnel.

The "economic and labor force" questionnaires, Forms 1 and 3, contained ten sections organized by subject areas. The first section of each questionnaire, Military Background, collected basic data such as Service, paygrade, and the respondent's permanent post, base, or duty station. For enlisted personnel, term of enlistment and ETS were ascertained; for officers, procurement source and remaining obligated service. Section II, Reenlistment/Career Intent for enlisted personnel and Service Plans for officers, probed the respondent's future orientation by asking his/her expected years of service, expected pay grade upon leaving the military, and probable behavior under different reenlistment options. In these reenlistment intent sections, a reenlistment option, such as a bonus amount, was hypothesized and the respondent was asked for a "probabilistic" assessment of reenlistment intent on a scale of 0 to 10 (where 0 indicates "No chance of reenlisting" and 10 "Certainty of reenlisting").

Section III, Military Work Experience, in both Forms 1 and 3, collected both the current and entry primary MOS/Rating/AFSC. Other questions ascertained the respondent's work schedule (regular daytime and other hours) for the "last seven days." Section IV, Individual Characteristics, focused on basic demographic facts such as sex, age at entry and when surveyed, marital status at entry and when surveyed, aspects of educational attainment, and number and ages of dependents.

Section V, Current Housing Arrangement, in both Forms 1 and 3, was designed to collect data about the respondent's housing type, home ownership, rent, mortgage, and satisfaction with housing. Section VI, Military Compensation and Benefits, inquired about basic pay, BAQ, EAS, and any special pay or allowances. The respondent's average monthly military exchange and commissary expenditures were queried. The section also determined the respondent's valuation of medical services, commissaries, and exchanges by presenting him with a hypothetical assignment to a duty station lacking these services.

Section VII, Military Retirement System, in both Forms 1 and 3, asked the respondent to express preferences regarding several alternatives to the present system and to estimate expected years of service under the new systems.

Section VIII, Civilian Labor Force Experience, in both Forms 1 and 3, included both the respondent and the spouse. Section IX, Family Resources included a family income total for 1978, and estimate of household assets and debts. The last major section, Civilian Job Search, collected data about the respondent's civilian labor market experience and potential civilian earnings. The last few items on each questionnaire measured overall satisfaction with military service.

The "quality of life" questionnaires, Forms 2 and 4, contained ten and nine separate sections of questions respectively. Both questionnaires began with a Military Background section. The second section of each, Military Retirement System, was similar to Section VII in Forms 1 and 3.

Section III, Individual Characteristics, in both Forms 2 and 4, requested basic demographic information regarding sex, age and marital status at entry and at the time of the survey, and aspects of educational attainment. The respondent was asked the education level of both his spouse and parents. In addition, the section elicited detailed information about the respondent's dependents: their sex, age, relationship to the respondent, and current residence.

Section IV, Military Experience of Family Members, in both Forms 2 and 4, asked for the Service and years of military service of the respondent's parents, children, and siblings.

Section V, Current Military Assignment, questioned the length of the respondent's current assignment, his/her expected stay, and problems encountered both at the location and in moving to the location. The enlisted questionnaire, Form 2, included a short section VI, Future Plans, on reenlistment probabilities.

Section VII on Form 3 and Section VI on Form 4, Past Military Assignments, asked the respondent for the locations of his/her assignments lasting six months or longer. Although all CONUS locations were grouped together as one location, possible overseas locations for each Service were enumerated. The respondent was asked to rank the three best and three worst locations for overseas tours. The respondent was then queried about the probability of his remaining in service under several hypothetical conditions, e.g., different bonus amounts and guaranteed assignments. The section closed with several questions about family separation, number of PCS moves, and total time spent overseas.

The section on Military Attitudes, Section VIII on Form 2 and Section VII on Form 4, asked the respondent to assess the morale of military personnel at the respondent's present location and the ability of these personnel and the available combat equipment to perform their wartime mission. The next section, Military Training and Work Experience, was similar to Section III in Forms 1 and 3. The current and entry primary MOS/Rating/AFSC were collected, as well as the time spent in the entry occupational specialty before reclassification or change.

The last major section, X on Form 2 and IX on Form 4, Areas of Military Life, included three sub-sections. The first dealt with intergroup relations, the second with complaint or grievance channels, and the third with the military's utilization of women. In each area, the respondent was queried about his/her experience and attitudes. As in Forms 1 and 3, the last few items on each questionnaire measured the respondent's overall satisfaction with military service.

The above summary of the questionnaires follows the order of the sections in the questionnaires. Table 8 summarizes the questionnaires by substantive content area. Although this table does not include every item in the four questionnaires, it lists every content area. In

addition to classifying items, the table indicates which of the four questionnaires contains the items.

The most complete listing of questionnaire contents appears in Appendix A. Table A-1 lists every item in Form 1 in the same order as on the questionnaire, and for each item, the number of the corresponding question on the other three questionnaires (Forms 2, 3 and 4). Tables A-2 to A-4 are identical in content to Table A-1, except that they are ordered listings of Forms 2, 3 and 4 with reference to the other forms.

Table 6

1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL  
QUESTIONNAIRE CONTENTS

Form				Contents
1	2	3	4	
				<u>Individual Background</u>
x	x	x	x	Sex
x	x	x	x	Age, entry/current
x	x	x	x	Racial or ethnic group
	x		x	Residence at 16
	x		x	Size of place at age 16
x		x		Education at entry
x	x	x	x	Education, current
		x	x	Highest degree at entry/current
				<u>Family Background</u>
	x		x	Parental education
	x		x	Military experience of family members
	x		x	Relationship (parent, sibling, child, other)
	x		x	Service and years of service
				<u>Marital History and Fertility</u>
x	x	x	x	Marital status at entry/current
				Current marriage
x	x	x	x	Duration
x	x	x	x	Spouse education
x	x	x	x	Spouse age
x		x		Spouse military experience
				<u>Dependents</u>
x	x	x	x	Number
x		x		Over/under age 14
	x		x	Age and relationship
	x		x	Current location of
x		x		Number at current location
	x		x	Sponsorship of spouse
				<u>Civilian Labor Force Experience</u>
x		x		Hours and weeks worked, 1976
x		x		Civilian wages, 1976
x		x		Spouse labor force status, current
x	x			Spouse hours and weeks worked, 1975
x		x		Spouse wages, 1976
				<u>Family Resources</u>
x		x		Sources of income, 1976
x	x	x	x	Total family income, 1976
x		x		Estimated debts and resources
				<u>Housing</u>
x		x		Types of housing
x		x		Home ownership, purchase cost
x		x		Rent/mortgage payments
x		x		Satisfaction with current housing
				<u>Civilian Job Search</u>
x		x		Civilian offers in past year
x		x		Probability of finding a civilian job
x	x	x	x	Expected civilian income
x		x		Expected type of job
x		x		Probable location of civilian job
x		x		Comparison of military and civ job char.

Table 8 (Continued)  
1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL  
QUESTIONNAIRE CONTENTS

Form				Contents
1	2	3	4	
<u>Military Background</u>				
x	x	x	x	Service
x	x	x	x	Pay grade
x	x	x	x	Date of last promotion
x	x			Term of service
x	x	x	x	Years of service (YOS)
x	x			ETS or remaining obligation
		x	x	Procurement source
<u>Military Assignment History</u>				
x	x	x	x	Present location
	x		x	Time at present location
	x		x	Expected stay at present location
	x		x	Enumeration of overseas assignments
	x		x	Total time spent overseas/or sea duty
	x		x	Rank ordering of preference among overseas assign.
	x		x	Number of PCS location moves
	x		x	Number of PCS related family moves
	x		x	Assignment related family separations
	x		x	Unreimbursed expenses at last PCS move
	x		x	Problems encountered at last PCS move
<u>Military Training and Work</u>				
x	x	x	x	Entry specialty/designation/MOS/AFSC
x	x	x	x	Current specialty/designation/MOS/AFSC
	x		x	Duration of entry specialty/designation/MOS/AFSC
x		x		Military work schedule, hours worked
<u>Military Compensation and Benefits</u>				
x		x		Basic pay, BAS, BAQ, Special pays
x				Bonuses at entry/current, type and amount
x				Characteristics of last contract
x		x		Exchange/commissary expenditures
x		x		Valuation of medical benefits/exch. and comm. priv.
x		x		VEAP participation
x		x		Leave days, current unused
x				Leave days cashed in since 1974
<u>Military Indices</u>				
x	x	x	x	Satisfaction with location
x	x	x	x	Satisfaction with military life
	x		x	Desire to extend stay at present location
x	x	x	x	Perception of desirability of next location
	x		x	Evaluation of selected characteristics of present (or last) overseas location
	x		x	Possibility of extending tour of duty at different locations under different options (e.g., bonus)
x		x		Evaluation of selected char. of military life
x		x		Probability of promotion and expected date
x	x	x	x	Expected total years of service
x	x	x	x	Highest paygrade expected
x	x			Probability of reenlistment
x				Probability of reenlistment under different options
	x		x	Utilization of complaint/grievance channels
x		x		Future Guard/Reserve/IKK participation
x		x		Possible reasons for separation



Table 8 (Continued)  
 1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL  
 QUESTIONNAIRE CONTENTS

Form				Contents
1	2	3	4	
				<u>Military Retirement System</u>
x		x		Preferred retirement pay schedule
x	x	x	x	Preference among possible alternatives
x	x	x	x	Expected YOS under alternate system
x	x	x	x	Expected paygrade under alternate system
				<u>Military Attitudes</u>
	x		x	equipment at present location
				Intergroup relations, attitudes, toward women in military

#### IV. DATA PROCESSING AND DATA LIMITATIONS

The questionnaires designed for this survey were self-administered forms suitable for subsequent processing by optical scanning. Most of the questions required the respondent to darken a "bubble" next to a set of printed responses. This response type is known as a pre-coded question. Other items required the respondent to enter a multidigit number in a set of boxes by darkening bubbles to correspond to each digit. This response type is known as a grid question. The optical scanner reads every mark the respondent makes in the prescribed places on the forms, either marks next to precoded items or in grids. The data files described here represent the data after they have been transformed from the exact responses read by an optical scanner to usable responses. The remainder of this section describes the data transformations, alerting the user to procedures which may have implications for subsequent data processing and analytic interpretation.

##### QUESTIONNAIRE RECEIPT AND EDITING

The procedures utilized in the receipt and editing of the questionnaires at the Defense Manpower Data Center (DMDC) will be described in detail in a subsequent document, and recommendations will be made for changes for future DoD survey efforts. The basic outline of that process as it affects the actual processing of questionnaires is outlined below.

As questionnaires arrived from the field, DMDC staff immediately determined if the administrative jurisdiction from which they originated was known. The field procedures developed for the survey assumed three types of questionnaire return modes. The majority of the questionnaires were to be returned, in bulk, by Service survey administrators who were responsible for the distribution and return of questionnaires for individuals under their jurisdiction. These shipments were to contain a roster listing sampled individuals and indicating whether or not sampled individuals had participated. Although each individual questionnaire did

not contain a personal identifier, questionnaires returned with rosters from survey administrators could be linked to a precise military base or installation. A second group of questionnaires was to be returned, individually, from the portion of the Army Sample in CONUS and Europe, who had received their questionnaires via direct mail and who, as directed, returned them directly to the Defense Manpower Data Center. These respondents could not be surveyed through existing administrative channels in the Army, therefore questionnaires were mailed directly to those individuals instead of through Army survey administrators. Respondents included in the Army Direct Mail sample received a special type of questionnaire return envelope which enabled DMDC to differentiate the estimated 8600 questionnaires which were required to be returned through direct mail, from those returned by individuals who elected the direct mail-back option.

A final group of questionnaires was to be returned, also by direct mail, from individuals in all four Services who had a permanent change of station (PCS) prior to the survey administration and whose questionnaire packet was forwarded by Service survey administrators to the respondent's new location. These questionnaires were initially delivered to Service survey administrators who were instructed to forward mail if a sampled individual was no longer at the sampling unit.

While questionnaires were received at DMDC in each of these return modes, one particular return mode was selected by a substantial number of respondents from all Services. Over 50% of all sampled individuals mailed individual questionnaires directly to DMDC instead of returning them to the Service survey administrators who had distributed the questionnaires.

In handling questionnaires returned, in bulk, by Service survey administrators, DMDC personnel marked a sampling unit identifier, called a Record Control Number (RCN), on each questionnaire. A distinct RCN was also assigned to questionnaires returned by Army Direct Mail respondents on the basis of return envelope type. Questionnaires which came back individually from respondents in the Air Force, Navy, Marines and those Army respondents not included in the initial Direct Mail sample, however, were more difficult to assign to a known, sample

related, RCN. It was also not possible to identify the exact sampling unit for those individual questionnaires returned by respondents who had a permanent change of station (PCS) and who were instructed to return surveys through direct mail and those questionnaires returned, individually, in error, by respondents who should have returned them to a Service survey administrator. Consequently, all direct questionnaires received from Air Force, Marine, Navy and Army respondents not included in the Army Direct mail sample, were assigned one of four general Record Control Numbers which identify each Service and the survey return mode used, i.e., Air Force Direct Mail RCN, Marine Direct Mail RCN, Navy Direct Mail RCN, and Army Direct Mail RCN. While some questionnaires may not have an exact RCN which identifies the sampling unit, all questionnaires requested information about the state or country where the respondent's present permanent duty station is located.

After RCN identifiers were assigned, the questionnaires could be separated from the rosters returned by survey administrators or from the return envelopes with no loss of information as to their general origin.

In addition to assignment of RCN identifiers, the questionnaires were also carefully reviewed at this stage to make sure that they were scannable. This review included making sure that the questionnaires did not contain stray markings, that pencil markings were dark enough to be scanned, and that a few questionnaires which had been marked with ink or which contained torn or missing pages were identified. Inked questionnaires and other potentially unscannable questionnaires were subsequently remarked with scannable pencils.

Upon the completion of editing, DMDC sent the questionnaires to the optical scanning contractor, the Intran Corporation, for the preparation of machine-readable data. To simplify processing for Intran, questionnaires were sorted by form number prior to shipping.

#### OPTICAL SCANNING SPECIFICATIONS

Intran was given detailed specifications for code assignment, handling of incomplete or illegible data, file formats, etc. In writing specifications for the optical-scanning contractor, several considerations were taken into account. First, every attempt was made

to ensure that the information on the tape returned to DMDC would reflect all of the information provided by the respondent on the questionnaire. Thus, even in those cases where the information was incomplete, or extra data were provided, the specifications were designed to preserve data. For example, partial numeric entries were scanned instead of substituting an audit code for the whole entry.

Second, decision rules were provided for scanning responses to questionnaire items in which the respondent marked more than one answer but for which only one answer was required. Third, codes assigned to the optical-scanning bubbles were chosen to be consistent with some of the major statistical packages currently being used by analysts. Finally, to the extent feasible, codes were selected to be consistent across items; e.g., the same numeric code was assigned to all "don't know" response options.

Although a general set of specifications was developed to apply to all of the questionnaires, each questionnaire also required its own set of item-specific optical-scanning specifications. (The precise technical specifications can be obtained by writing to the Chief, Survey Branch, Defense Manpower Data Center, 300 North Washington Street, Alexandria, Virginia 22314.)

Before DMDC's processing is described, several aspects of the optical-scan processing of blank data and extra data and of information in grids require further explanation.

The returned questionnaires contained many instances of items that had been left blank. In processing, a distinction was made between items that had been left blank because the respondent had been instructed to skip them and items that had been left blank as the result of respondent error. In the former case, the optical-scanning contractor was instructed to leave a blank field on the record. In the latter case, an audit code for missing data (-1) was entered. This distinction was necessary because the optical scanning process was set up to scan only one data field at a time; i.e. the machine is not normally programmed to check relationships between data fields and determine whether or not an item should have been skipped by a specific respondent. Leaving blank the data fields that could be part of a skip pattern simplified

subsequent processing at DMDC. Software was written at DMDC to check item interrelationships and to change those blanks either to codes indicating that the item did not apply to the respondent or, if the respondent should have answered the item, to a missing value code (-1).

Extra data were of two kinds. First, a respondent may have answered an item which, in fact, he should have left blank, i.e. an item that he had been instructed to skip. Second, a respondent may have marked more than one response to an item that called for only one response. The extra data of the first kind were simply left on the tape. In the second situation, Intran was given item-specific rules either for an audit code or selection among multiple entries. An audit code was used for all items for which it was impossible to develop an algorithm for selecting from among the two or more coded answers. If a logical determination of the correct response could be made, Intran was provided with rules for resolving the multiple entry. For example, in items asking for educational attainment, respondents often marked the bubbles next to both "8th grade" and "12th grade." Examination of the layout of the educational attainment items on the optical-scanning form clarifies why this mistake could be made (see, Form 1 questions 50 and 52). We assumed that the respondent intended to show completion of both elementary and high school, and therefore we coded a value of "12" on the data files. If the selection rule was used, a flag was set to enable the analyst to distinguish between "pure" cases of 12th grade marked by the respondent and those resulting from the resolution of a multiple entry. For each questionnaire, an extra set of variables was created and appended to the end of the file; each extra variable was associated with a questionnaire item for which additional instructions had been provided.

Information in grids also presented special problems in optical scanning. Apart from errors the respondent may have made in entering information in the boxes, several types of errors resulted in marking the matching bubbles. First, although the instructions asked the respondent to "zero-fill" and "right-justify," some respondents entered the value properly in the boxes (right-justified), but failed to zero-fill the bubbles corresponding to the response. Second, some

respondents entered the value in the boxes and marked the bubbles from the left. Finally, some respondents entered the values properly in the boxes but forgot to darken some or all of the corresponding bubbles. Except for zero-filled right-justified entries, data in grids were scanned as marked by the respondent without special adjustments. Subsequent handling of these grids by DMDC is outlined in the next section.

#### RECODING AND AUDIT CODES

Intran returned the automated files to DMDC. The automated files contained the codes specified for each item in the questionnaire, together with the extra variables indicating that rules for resolving multiple entries had been used. These are unrecoded files, representing only the initial coding (scanning) of the data. Before any additional processing was undertaken, DMDC checked the unrecoded files as received from Intran to verify that the expected code values were present in each data field.

DMDC next systematically processed the data files so that every response field of the survey record for every respondent contained either a well-defined response code or an audit code. Since the optical-scanning process cannot distinguish between responses that have been correctly left blank by a respondent, i.e. are part of a skip pattern, and those that have been missed, i.e. left blank in error, software was developed to check each blank field on each survey record and to assign either an audit code of -1 (missing data) or to replace the blank with an appropriate value referring to a specific "not applicable" definition. For example, blank fields in the item requesting spouse's education would either be recoded with an audit value of -1 (missing) if the programmed algorithm checked marital status and found the respondent married, indicating that the question should have been answered, or a value of -3 (not applicable) if the algorithm found that the respondent was single, indicating that the item was appropriately skipped.

Several aspects of the recoding should be emphasized. First, in many instances, the respondent was asked to answer a question by marking

more than one response category ("Mark all that apply"). In scanning the questionnaires, Intran treated each response category as a separate variable. The contractor left a response category blank if it was unmarked, since the scanner could not tell if the respondent meant to leave that particular response blank and mark another in the series or if the respondent left all of the response categories in the series blank. In those instances, the function of recoding was to treat the series of responses as an interrelated series and to assign values of "not marked" to blank response categories.

Second, the questionnaires contained instances in which a particular item was appropriately skipped by more than one group of respondents. Whenever possible, separate codes were assigned to the different "not applicable" categories in the recoding.

Third, to some extent, recoding was used to create new variables that would more clearly distinguish a special category of respondents or responses which might simplify subsequent analyses.

None of the recoding, however, changed any of the data provided by the respondent; only blanks were recoded. In other words, recoding was not used as a process of modifying the data base by either eliminating extra data or by making assumptions about what "correct" responses should be. We give two examples below:

1. A number of respondents who gave their marital status as divorced nevertheless provided information about "wife's education." According to the instructions, respondents who "are not married now" should have skipped these items. In recoding the file, blank values in "wife's education" were checked against marital status and either a "missing" or "not applicable" code assigned. However, filled in values for the "wife's education" variable provided by individuals for whom the question should have been "not applicable," e.g., divorced, were left in the file. Analysts can either assume that marital status is correct and recode "wife's education" further or select a subgroup for analysis, e.g., only "married" or "separated" individuals



in this example, and the extra data will automatically be eliminated from the tabulations.

2. A number of respondents who indicated that they "are not" receiving a bonus nevertheless provided a "bonus amount." In recoding the file, blank values in "bonus amount" were checked against the item indicating whether or not a bonus was received. If the respondent indicated that a bonus was received, an audit code of -1 (missing) was assigned. If the respondent indicated that a bonus was not received, a "not applicable" code was assigned. Discrepant cases, however, were not recoded. The analyst will have to decide, in this example, whether to accept the bonus amount and assume that the indication of whether or not a bonus was received is in error or whether to select for analysis only individuals who indicated receiving a bonus.

In the recoding, special attention was paid to grid responses that were either erroneously left-justified or contained imbedded blanks. The raw marginal distributions for gridded items indicated that machine algorithms could not easily be developed for adjusting the data without extensive, almost case-by-case, review of the errors. Even if a pattern of error could be detected which would allow for algorithmic adjustment, users might raise objections to the recoding assumptions. As a result, in the recoding, all such responses have been assigned an audit code (-4) defined as "incomplete data provided by the respondent." As the subsequent discussion indicates, only about 10 percent of the questionnaires contained one error of this type; therefore its overall magnitude does not appear serious.

The review of marginals for grid response items also indicated that some responses that were technically accurate were, in fact, substantively highly unlikely. More specifically, the responses were outside a plausible range of responses. For example, the grid concerning the age on last birthday allows for entry of numbers between 00-99. Entries such as 08 or 79 are technically correct but outside a plausible range. In processing, upper and lower boundaries were established for all such items and an audit code (-4) assigned to out-of-range values.

DMDC has, however, maintained auxiliary tapes in which the incomplete and out-of-range entries are present, i.e. tapes in which audit code values of -4 have not been assigned. If a user has the resources to undertake data reconstruction for items with imbedded blanks or wants to expand the ranges for items, DMDC can make such auxiliary files available. If reconstruction is successfully completed by any user for any variable, the results will be made available to all known users.

#### ANALYTIC IMPLICATIONS OF DATA PROCESSING PROCEDURES

As indicated above, the data processing procedures included assumptions about the handling of data in grids and extra data. Here we summarize the assumptions and processing decisions and offer suggestions to data users.

1. Incomplete grid entries do not appear on these files; they have been assigned audit codes. We assumed that data reconstruction, if possible, would not change the basic distributions of these continuous variables. As indicated above, the incomplete data are available from DMDC for review and reconstruction attempts.
2. Ranges have been defined for continuous variables, i.e. responses in grids. The ranges for each variable, defined in Sections V-VIII, have been selected on the basis of either information, e.g., pay tables, or judgement. A conservative approach was used in defining ranges; the range selected is slightly broader than the available information, and preliminary analyses indicate that it should be. The data are available from DMDC for the user who wishes to expand the ranges even further.
3. Multiple entries have been resolved in variables for which a definite criterion for selection could be established. Data resulting from such a resolution are identified by special flags, enabling analysts to eliminate information coded through this method.

4. Extra data resulting from skip pattern errors have been retained on the files. Possibly extraneous data provided by the respondent were not edited out by assigning them a "not applicable" code. The "not applicable" code was assigned only when the respondent left an item blank on the basis of an instruction.

The user will have to judge the possible impact of extra data on each analysis. In some cases, the elimination of such data may be straightforward; in other cases, problematic. For example, some individuals who coded marital status as "single, never married" nevertheless provided information about a spouse. An analyst may want to assume that marital status was correct and delete the information about a spouse by analyzing "marital status." The decision to eliminate data is more ambiguous and therefore more difficult to make in situations where both the criterion variable, e.g., type of bonus, and the subsequent question, amount of bonus, contradict each other.

To aid the user in identifying sets of questions that are part of legitimate skip patterns, special notations have been included in Sections V-VIII. The notation "QUESTION XX IS NOT ANSWERED BY ALL RESPONDENTS" appears above such items, followed by a reference to an earlier item or an explanation of respondent categories that should have answered the items. Also included with each question in Sections V-VIII are the exact skip instructions printed on the questionnaire instructing respondents to leave certain questions unanswered.

#### QUALITY CHECKS AND INDICATORS

Survey research is always subject to some degree of respondent error, some unintentional and some deliberate. Unintentional errors may result from misunderstanding an item. For example, a widowed respondent might answer items about the spouse, even though the item instruction is for "married now" persons. Unintentional errors can also occur in recording a response, e.g., in left-justification in a grid or by marking a bubble across from a response category other than the one intended. These unintentional errors may result from technical problems with the questionnaire which were not adequately solved prior to survey

administration, or from a range of factors related to the respondent (e.g., the respondent may have been interrupted or distracted while completing the questionnaire).

Respondent error may also arise through deliberate questionnaire mismarking. An individual who is annoyed or inconvenienced by the survey has the option of refusing to participate. However, it is also possible to find a respondent who answers randomly without reading items or who deliberately chooses to make false responses. Another example, though less extreme, is the respondent who cooperates in the beginning of the survey but loses interest or motivation and, therefore, either finishes with random responses or simply does not complete sections of the questionnaire.

Several analyses to assess the effect of respondent errors on the overall quality of the data are currently under way. These analyses will be reported in a separate document. Several preliminary steps in the analyses are described below, and information is given to aid data users in determining the quality of the data.

One approach to determining data quality is to examine the extent to which audit codes for missing, uncodable, incomplete, or out-of-range data were assigned. Although different items vary in complexity for the respondents, for the present purpose one can assume that a gross count of these codes, by Form, can be of use in assessing quality. Table 9 contains a distribution of the number of questionnaires by the number of missing or uncodable data codes (-1). The data in the table are not directly comparable across forms, since the number of possible missing or uncodable codes varies. Although each Form contains at least 170 data elements which could have been coded as missing or uncodable by each respondent, examination of Table 9 shows that for all Forms, approximately 90 percent of the questionnaires contain less than 10 percent missing data; i.e., less than 25 audit codes per questionnaire. In addition, the number of respondents who returned questionnaires with substantial data gaps, i.e., more than 50 audit codes, is quite small. These cases however, are on the data files. We assume that each analyst will make independent decisions about elimination of incomplete cases. Another way to assess data quality is to examine the distribution of

questionnaires by the number of variables with incomplete or out-of-range data codes (-4), as shown in Table 10. The data in the table indicate that grid entries were not a serious problem in these questionnaires.

Table 9  
DISTRIBUTION OF QUESTIONNAIRES BY NUMBER OF VARIABLES WITH  
MISSING OR UNCODABLE DATA CODE (-1)<sup>a</sup>

Number of -1 Data Codes Per Questionnaire	Form 1 Questionnaires			Form 2 Questionnaires		
	Number	%	Cum %	Number	%	Cum %
None	1,828	8.5	8.5	1,974	11.8	11.8
1	4,132	19.2	27.6	2,257	13.5	25.2
2	2,835	13.1	40.8	1,865	11.1	36.3
3	1,593	7.4	48.2	1,483	8.8	45.2
4	985	4.6	52.7	1,174	7.0	52.2
5	924	4.3	57.0	840	5.0	57.2
6-10	2,782	12.9	69.9	2,100	12.5	69.7
11-15	2,006	9.3	79.2	1,083	6.5	76.2
16-20	1,585	7.4	86.6	886	5.3	81.5
21-25	938	4.4	90.9	622	3.7	85.2
26-50	1,497	6.9	97.9	1,706	10.2	95.3
51-75	320	1.7	99.4	455	2.7	98.0
76-100	82	0.1	99.7	154	0.9	99.0
101-125	22	0.1	99.8	37	0.5	99.5
126-150	17	0.1	99.9	39	0.2	99.7
151-175	16	0.0	100.0	13	0.1	99.8
176-200	3	0.0	100.0	14	0.1	99.9
200+	0	0.0	100.0	21	0.1	100.0
Total	21,565	100.0	100.0	16,773	100.0	100.0

<sup>a</sup> The maximum number of missing or uncodable codes which could have been assigned to a questionnaire is as follows:

Form 1 = 190

Form 2 = 260

Table 9 (Continued)  
 DISTRIBUTION OF QUESTIONNAIRES BY NUMBER OF VARIABLES WITH  
 MISSING OR UNCODABLE DATA CODE (-1)<sup>a</sup>

Number of -1 Data Codes Per Questionnaire	Form 3 Questionnaires			Form 4 Questionnaires		
	Number	%	Cum %	Number	%	Cum %
None	3,302	34.3	34.3	1,589	16.6	16.6
1	2,248	23.3	57.6	1,705	17.8	34.4
2	1,016	10.5	68.2	1,360	14.2	48.6
3	513	5.3	73.5	1,014	10.6	59.2
4	383	4.0	77.5	716	7.5	66.7
5	288	3.0	80.5	555	5.8	72.5
6-10	969	10.1	90.6	1,121	11.7	84.2
11-15	494	5.1	95.6	568	5.9	90.2
16-20	143	1.5	97.1	360	3.8	93.9
21-25	114	1.2	98.3	168	1.8	95.7
26-50	128	1.3	99.6	325	3.4	99.1
51-75	22	0.2	99.9	42	0.4	99.5
76-100	9	0.1	100.0	25	0.3	99.8
101-125	1	0.0	100.0	10	0.1	99.9
126-150	2	0.0	100.0	4	0.0	99.9
151-175	0	0.0	100.0	2	0.0	99.9
176-200	0	0.0	100.0	5	0.1	100.0
200+	0	0.0	100.0	1	0.0	100.0
Total	9,632	99.9	100.0	9,570	100.0	100.0

<sup>a</sup> The maximum number of missing or uncodable codes which could have been assigned to a questionnaire is as follows:  
 Form 3 = 170  
 Form 4 = 248

As part of our work, we have written a series of "quality checks" for each Form to check each respondent's record for data inconsistencies and the presence of information in certain critical variables (e.g., sex, Service). The quality checks are based on items which apply to all respondents. As indicated above, the data tapes have not been edited to eliminate inconsistencies or extra data and audit codes exist where applicable. The quality checks, therefore, can provide a measure of quality of the data files. An error detected by a quality check has the following meanings:

Table 10  
DISTRIBUTION OF QUESTIONNAIRES BY NUMBER OF VARIABLES  
WITH INCOMPLETE DATA CODES (-4)<sup>a</sup>

Number of Incomplete Data Codes/ Questionnaire	Form 1 Questionnaires			Form 2 Questionnaires		
	Number	%	Cum. %	Number	%	Cum. %
None	19,227	89.2	89.2	19,224	89.8	90.8
1	1,624	7.5	96.7	1,699	6.6	97.3
2	278	1.3	98.0	267	1.2	98.5
3	136	0.6	98.6	97	0.5	99.1
4	81	0.4	99.0	67	0.4	99.5
5	52	0.2	99.2	32	0.2	99.7
6	45	0.2	99.4	30	0.2	99.9
7	36	0.2	99.6	17	0.1	99.9
8	29	0.1	99.7	5	0.0	100.0
9	15	0.1	99.8	3	0.0	100.0
10	17	0.1	99.9	1	0.0	100.0
11	11	0.1	100.0	0	0.0	100.0
12	6	0.0	100.0	0	0.0	100.0
13	3	0.0	100.0	0	0.0	100.0
14	1	0.0	100.0	1	0.0	100.0
15	3	0.0	100.0	0	0.0	100.0
16	0	0.0	100.0	0	0.0	100.0
17	0	0.0	100.0	0	0.0	100.0
18	0	0.0	100.0	0	0.0	100.0
19	1	0.0	100.0	0	0.0	100.0
20	0	0.0	100.0	0	0.0	100.0
Total	21,565	100.1	100.0	16,773	100.0	100.0

<sup>a</sup> The maximum number of incomplete data codes which could have been assigned to a questionnaire is as follows: Form 1 = 41  
Form 2 = 40

1. Data does not meet an inter-item consistency check
2. Data does not meet a specification for a legitimate range or
3. Data is either missing or uncodable (-1) or marked so that a value cannot be determined (-4).

Table 11 shows the frequency distribution of questionnaires by the total number of errors detected by the quality checks for each of the Forms. An examination of the data indicates that over 90 percent of the respondents followed the instructions in the questionnaires for those items included in the quality checks and provided good data. The quality check variables are not on the data files. Items involved in quality checks are, however, identified in Sections V-VIII; e.g., Form 1, Q3 shows a notation of F3, indicating that a check involving the item was written.

Table 10 (Continued)  
 DISTRIBUTION OF QUESTIONNAIRES BY NUMBER OF VARIABLES  
 WITH INCOMPLETE DATA CODES (-4)<sup>a</sup>

Number of Incomplete Data Codes/ Questionnaire	Form 3 Questionnaires			Form 4 Questionnaires		
	Number	%	Cum %	Number	%	Cum %
None	8,962	93.0	93.0	9,123	95.3	95.3
1	569	5.9	99.0	386	4.0	99.4
2	71	0.7	99.7	44	0.5	99.8
3	15	0.2	99.8	7	0.1	99.9
4	6	0.1	99.9	4	0.0	99.9
5	3	0.0	99.9	5	0.1	100.0
6	2	0.0	100.0	1	0.0	100.0
7	2	0.0	100.0	0	0.0	100.0
8	1	0.0	100.0	0	0.0	100.0
9	0	0.0	100.0	0	0.0	100.0
10	0	0.0	100.0	0	0.0	100.0
11	0	0.0	100.0	0	0.0	100.0
12	1	0.0	100.0	0	0.0	100.0
13+	0	0.0	100.0	0	0.0	100.0
Total	9,632	100.0	100.0	9,570	100.0	100.0

<sup>a</sup> The maximum number of incomplete data codes which could have been assigned to a questionnaire is as follows: Form 3 = 41  
 Form 4 = 40

#### FILE STRUCTURE

The data files for the four questionnaires are organized identically. The first few variables on each record contain identifiers added as part of the processing. These are a Form number (XV1), a questionnaire identification number (XV2), and the RCN identifier (XV3). The data from the actual questionnaires follows in questionnaire item order. After the last item, the flags set as part of resolving multiple entries appear; these are numbered XV4-XVxx (the number depends on the number of such indicators required for the particular form). Finally, each record contains sample related variables and recoded occupation codes. Table 12 below summarizes the file structure.



Table 11  
DISTRIBUTION OF QUESTIONNAIRES BY NUMBER OF QUALITY CHECK ERRORS<sup>a</sup>

Number of Quality Check Errors Per Questionnaire	Form 1 Questionnaires			Form 2 Questionnaires		
	Number	%	Cum %	Number	%	Cum %
None	10,687	49.6	49.6	4,203	25.1	25.1
1	5,642	26.2	75.7	6,302	37.6	62.6
2	1,940	9.0	84.7	3,452	20.6	83.2
3	1,562	7.2	92.0	1,477	8.8	92.0
4	918	4.3	96.2	595	3.5	95.6
5	431	2.0	98.2	274	1.6	97.2
6	169	0.8	99.0	167	1.0	98.2
7	71	0.3	99.3	129	0.8	99.0
8	50	0.2	99.6	77	0.5	99.4
9	17	0.1	99.6	39	0.2	99.7
10	8	0.0	99.7	16	0.1	99.7
11	11	0.1	99.7	7	0.0	99.8
12	22	0.1	99.8	9	0.1	99.8
13	11	0.1	99.9	7	0.0	99.9
14	4	0.0	99.9	3	0.0	99.9
15	10	0.0	99.9	2	0.0	99.9
16-20	10	0.0	100.0	9	0.1	100.0
21-25	2	0.0	100.0	5	0.0	100.0
Total	21,565	100.0	100.0	16,773	100.0	100.0

<sup>a</sup> The maximum number of incomplete data codes which could have been assigned to a questionnaire is as follows: Form 1 = 41  
Form 2 = 40

Table 11 (Continued)

DISTRIBUTION OF QUESTIONNAIRES BY NUMBER OF QUALITY CHECK ERRORS<sup>a</sup>

Number of Quality Check Errors Per Questionnaire	Form 3 Questionnaires			Form 4 Questionnaires		
	Number	%	Cum. %	Number	%	Cum. %
None	7,202	74.8	74.8	7,985	83.4	83.4
1	1,838	19.1	93.9	1,096	11.5	94.9
2	404	4.2	98.0	295	3.1	98.0
3	120	1.2	99.3	139	1.5	99.4
4	40	0.4	99.7	35	0.4	99.8
5	12	0.1	99.8	9	0.1	99.9
6	6	0.1	99.9	3	0.0	99.9
7	2	0.0	99.9	3	0.0	99.9
8	2	0.0	99.9	1	0.0	100.0
9	1	0.0	99.9	2	0.0	100.0
10	0	0.0	99.9	0	0.0	100.0
11	0	0.0	99.9	1	0.0	100.0
12	1	0.0	100.0	0	0.0	100.0
13	1	0.0	100.0	0	0.0	100.0
14	0	0.0	100.0	0	0.0	100.0
15	0	0.0	100.0	0	0.0	100.0
16-20	3	0.0	100.0	1	0.0	100.0
21-25	0	0.0	100.0	0	0.0	100.0
Total	9,632	99.9	100.0	9,570	100.0	100.0

<sup>a</sup> The maximum number of incomplete data codes which could have been assigned to a questionnaire is as follows: Form 3 = 41  
Form 4 = 40

Table 12  
STRUCTURE OF 1978 DOD SURVEY FILES

Contents	Variable Names			
	Form 1	Form 2	Form 3	Form 4
Form Number	XV1	XV1	XV1	XV1
Processing Number	XV2	XV2	XV2	XV2
RON Identifier	XV3	XV3	XV3	XV3
Survey Data	Q2-Q110	Q2-Q88	Q2-Q101	Q2-Q86
Data Resolution Flags	XV4-XV15	XV4-XV12	XV4-XV18	XV4-XV14
Sample Variables	XV8	XQ12	XQ4	XQ4
	CELL	CELL	CELL	CELL
	YETS	YETS	WEIGHT	WEIGHT
	BLACK	BLACK		
	WEIGHT	WEIGHT		
Recoded Occupation Codes	CURRDOC	CURRDOC	CURRDOC	CURRDOC
	ENTRYDOC	ENTRYDOC	ENTRYDOC	ENTRYDOC
	CURRMOS	CURRMOS	CURRMOS	CURRMOS
	ENTRYMOS	ENTRYMOS	ENTRYMOS	ENTRYMOS

V. ITEM-BY-ITEM SPECIFICATIONS FOR 1978 DOD SURVEY OF ENLISTED PERSONNEL  
FORM 1 (ECONOMIC VARIANT)

This section contains the detailed information necessary for using specific variables from this questionnaire variant for analysis. Each question from the survey instrument is reproduced as it appears on the printed questionnaire, modified as follows from the optical scanning forms which were used. Optical scanning questionnaires use two basic formats, one for items in which all response categories are pre-printed and one for items which require a numeric response. In those cases on the optical scanning form where a response is indicated by the respondent by means of darkening a "scan bubble", we have replaced the "scan bubble" in this section with the actual numeric code assigned to the response as part of the data processing. In those situations where the optical scanning questionnaire requires the respondent to record numeric responses by entering numbers in boxes and marking the corresponding numbers in a pre-printed optical scan grid, we have shown just the number of boxes provided for the response. The numeric range of the scan grid is defined in the CODES section explained below.

As a visual aid, each question is enclosed in a box. It is important to note that every question in the survey may not be answered by all respondents. There are items which are not applicable to certain types of respondents, e.g., "married only items," and should have been legitimately skipped. To aid the user in identifying those sets of questions which are part of legitimate skip patterns, the following notation appears above each of those boxed questions: NOTE: QUESTION XX IS NOT ANSWERED BY ALL RESPONDENTS. Those instructions are followed by a detailed description of which types of respondents should and should not answer the item based on their responses to earlier questions which are referenced. Also included with each boxed question are the exact skip instructions which were printed on the questionnaire instructing respondents to leave certain questions unanswered.

Immediately below each boxed question are several items of technical information required for using the data. The first item,

labeled VARIABLE NAME, gives the name assigned to each variable for processing purposes. In establishing names, the questionnaire item number has been retained as much as possible with the letter "Q" used as a prefix. However, several additional conventions have been established:

- o All lower-case alpha characters have been changed to upper-case alpha characters.
- o Unnumbered sub-items of a questionnaire item have been assigned the numeric question number followed by an upper-case alpha character, e.g., Form 1 Q26 is named Q26A-Q26B.
- o Variables which are completely unnumbered on the printed questionnaires or variables added in the course of optical scanning are assigned an XV (extra variable) series; i.e., the Questionnaire Form Code becomes XV1, the Questionnaire Identification Number becomes XV2, etc.

The conventions used for naming variables are also used in naming the quality check flags discussed in Section IV. However, a flag name is preceded by the letter "F" instead of "Q", e.g., F3.

The second item, FLAG, gives the variable name assigned to the quality check associated with the variable. For all variables which do not have an associated quality check, the FLAG notation does not appear. The third item, TAPE POSITION, indicates the location of the data on the tape; i.e., on the edited tapes available from DMDC. Users who are using an SPSS System File should disregard the tape positions and rely solely on the VARIABLE NAME and documentation which accompanies the SPSS System File.

The fourth item, CODES, contains a complete listing of all code values assigned to the variable. The response values listed under the CODES column are more complete than those previously listed as part of the boxed question item. The CODES section also defines the AUDIT CODES which have been assigned to each variable as part of the recoding process; i.e., the various "not applicable" responses assigned during the recoding are explained.

Finally, the section below each question may contain special notes to the user. These notes provide additional information on the interpretation of the data and alert the user to special procedures which may have been followed in preparing the data for a specific variable.

In assigning CODES to the variables on the data files, a set of conventions was adhered to as much as feasible. These conventions are summarized in Table 13 below.

Table 13  
CODE AND FILE CONVENTIONS FOR THE 1978 DOD SURVEY

Code	Definition	Explanation
-1	Missing	Assigned to items which should have been answered by a respondent but which were left blank. Also assigned to items which were uncodable, i.e., multiple entries in items which should have had only one response and for which a coding rule could not be developed.
-3	Not applicable	Assigned to items which were correctly left blank by a respondent, i.e., should not have been and were not answered on the basis of a skip instruction.
-4	Incomplete or Out-of-Range	Assigned to grid items for which the respondent provided incomplete data; i.e., an incorrectly filled out grid. Also assigned to values for grid items which have been determined to be out-of-range. The allowable range for grid items is provided as part of the CODES.
-5,-6,-7	Not applicable	Assigned to items which were correctly left blank by a special group of respondents on the basis of skip instructions. Generally used instead of the -3 Not Applicable code, if more than one group of respondents should have skipped the item.
-8	Don't Know	Assigned to items which were marked by the respondent as "Don't Know"; i.e., in which a "Don't Know" response was provided as a legitimate response category in the questionnaire.

DoD-MRAL Emblem.

COVER PAGE

RCS: DD-M(CT)-78-6  
Enlisted Form 11978 DEPARTMENT OF DEFENSE  
SURVEY OF ENLISTED PERSONNEL

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions carefully before you begin the questionnaire.

## NOTICE

This survey is anonymous. Please do not write your name on your questionnaire or return envelope. Be sure to deposit your questionnaire in the envelope which contains your name and other identifying information.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar responses from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Training and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

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I. MILITARY BACKGROUND

---

1. Record time began, enter military hour:      TIME BEGAN      \_ \_ \_ \_

---

Note: This item was not processed. Information was used to  
calculate interview length (see Q107).

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Extra Variable

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XV1                      Questionnaire Variant Code 1  
                            Enlisted Form 1 - Economic Variant

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Variable Name: XV1

Tape Position: 1

Codes:      1              Enlisted Form 1 (Economic Variant)

Note: A questionnaire variant code was assigned to each questionnaire  
during the data processing phase.

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Extra Variable

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XV2                      Questionnaire Identification Number

---

Variable Name: XV2

Tape Position: 2-7

Codes: 000001 - 999999

Note: A unique questionnaire identification number was assigned to  
each questionnaire during the data processing phase.



## Extra Variable

XV3

Record Control Number (RCN)

OFFICE USE ONLY SECTION - APPEARS ON THE LAST PAGE OF THE QUESTIONNAIRE

- o AR... 11
- o NA... 22
- o MC... 33
- o AF... 44

--	--	--	--

Note: The RCN was recorded on the questionnaire by DMDC document control clerks during the check-in editing of returned questionnaires. This number identifies the military base installation of the respondent.

Variable Name: XV3

Flag: FXV3

Tape Position: 8-13

Codes:	116001 - 116076, 116100, 116200	Army Base/Installation Codes
	222001 - 225359, 225400	Navy Base/Installation Codes
	331001 - 331910, 331950	Marine Base/Installation Codes
	440001 - 440121, 440150	Air Force Base/Installation Codes
	-1	Missing
	-4	Incomplete data entered by R, Or out-of-range

---

2. In what month are you completing this survey?

January 1979..... 01  
 February 1979..... 02  
 March 1979..... 03  
 April 1979..... 04  
 May 1979..... 05  
 June 1979..... 06

---

Variable Name: Q2

Tape Position: 14-15

Codes: 01 - 06 January 1979-June 1979  
 -1 Missing

Note: If more than one month was marked, the most recent month  
 (e.g., highest code) was selected. If highest was selected  
 then variable XV4 = 1. (See tape position 44-7)

---

3. In what service are you now serving?

Army..... 1  
 Navy..... 2  
 Marine Corps..... 3  
 Air Force..... 4

---

Variable Name: Q3

Flag: F3

Tape Position: 16-17

Codes: 01 -04 Service now serving, see above  
 -1 Missing

---

4. What is your present pay grade?

E1 E2 E3 E4 E5 E6 E7 E8 E9

---

Variable Name: Q4

Flag: F4

Tape Position: 18-19

Codes:	01	E1
	02	E2
	03	E3
	04	E4
	05	E5
	06	E6
	07	E7
	08	E8
	09	E9
	-1	Missing

---

5. Are you currently assigned to a ship?

Yes .....	1
No .....	0

---

Variable Name: Q5

Tape Position: 20-21

Codes:	01	Yes
	00	No
	-1	MISSING

6. Where is your present permanent post, base or duty station? If you are on board ship, indicate the location of your home port. Mark the State or Country in the list below.

## STATES

## FOREIGN COUNTRIES

Alabama.....01	Montana.....27	Africa.....52
Alaska.....02	Nebraska.....28	Belgium.....53
Arizona.....03	Nevada.....29	Caribbean.....54
Arkansas.....04	New Hampshire...30	Diego Garcia.....55
California.....05	New Jersey.....31	East Asia.....56
Colorado.....06	New Mexico.....32	Eastern Europe.....57
Connecticut.....07	New York.....33	Germany.....58
Delaware.....08	North Carolina...34	Greece.....59
District of Columbia (D.C.).....09	North Dakota.....35	Guam.....60
Florida.....10	Ohio.....36	Iceland.....61
Georgia.....11	Oklahoma.....37	Iran.....62
Hawaii.....12	Oregon.....38	Italy.....63
Idaho.....13	Pennsylvania.....39	Japan or Okinawa.....64
Illinois.....14	Rhode Island.....40	Near East.....65
Indiana.....15	South Carolina...41	Netherlands.....66
Iowa.....16	South Dakota.....42	Panama Canal Zone.....67
Kansas.....17	Tennessee.....43	Philippines.....68
Kentucky.....18	Texas.....44	Portugal.....69
Louisiana.....19	Utah.....45	South Korea.....70
Maine.....20	Vermont.....46	Spain.....71
Maryland.....21	Virginia.....47	Turkey.....72
Massachusetts.....22	Washington(State)48	United Kingdom.....73
Michigan.....23	West Virginia....49	Other overseas location
Minnesota.....24	Wisconsin.....50	not listed above.....74
Mississippi.....25	Wyoming.....51	
Missouri.....26		

Note: a. In Q6, respondents should have marked only one location; however in some cases respondents marked more than one location. To handle this problem, Q6 is treated as TWO SEPARATE VARIABLES, Q6A and Q6B. The following procedures were used:

- If the respondent did not mark any locations, then Q6A = -1 and Q6B = -1.
- If the respondent marked only ONE LOCATION, as requested in the survey instructions, the single response will be included in Q6A (Tape Position 22-23) and Q6B (Tape Position 24-25) will be assigned Code -3 for Not Applicable.
- If the respondent, in error, marked TWO LOCATIONS, one location code will be recorded in Q6A and one location code will appear in Q6B.
- If the respondent, in error, marked THREE OR MORE LOCATIONS, the first location code marked will appear in Q6A and Code -1 will appear in Q6B.

b. If the respondent correctly marked only one response, then Q6B = -3 and Q6A = 01-74 (see above codes).

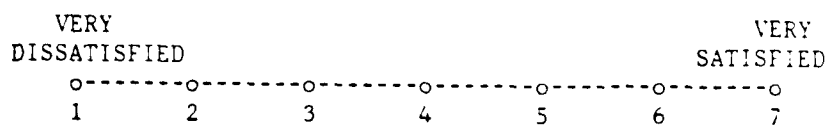
Variable Name: Q6A                      Flag: F6A                      Tape Position: 22-23

Codes: 01 - 74 First location marked, see above list of states  
and foreign countries  
-1 Missing

Variable Name: Q6B Tape Position: 24-25

Codes:	01 - 74	Second location marked, see above list of states and foreign countries
	-1	Missing
	-3	Not Applicable, i.e., correct code appears in 06A (Tape Position 22-23).

7. How do you feel about your current location? Please mark the number which shows your opinion on the line below. For example, people who are Very Satisfied with their current location would mark 7. People who are Very Dissatisfied with their current location would mark 1. Other people may have opinions somewhere between 1 and 7.



Variable Name: Q7

Tape Position: 26-27

Codes: 01 - 07 See above seven point satisfaction scale  
-1 Missing

9. In the current enlistment period, how many months did you spend in the military service? (Enter the number of months, rounded down to the nearest whole number.)

100

101

102

Variable Name

Length of Service

Codes: 01 = 1st enlistment period  
02 = 2nd enlistment period  
03 = 3rd enlistment period  
04 = 4th enlistment period  
05 = 5th or more enlistment period  
-1 = Missing

Note: Respondents were asked to enter the number of years and months of active military service, rounded down to the nearest whole number. If the length of service was less than 12 months, respondents were asked to enter the data in a grid because of the difficulty of entering a number with a character (the character was entered in the left-most column position and the number was entered in the remaining positions). For example, if the length of service was 11 months, the respondent would enter 1 in the left-most column position and 11 in the remaining positions.

9. In which enlistment period are you serving? If you are given an EXTENSION to your current enlistment period, it is not a new enlistment period.

1st 2nd 3rd 4th 5th or more

10. If this is a 1st or 2nd enlistment, how long?

Variable Name Length of Service Type of Service

Codes: 01 = First enlistment period  
02 = Second enlistment period  
03 = Third enlistment period  
04 = Fourth enlistment period  
05 = Fifth or more enlistment period  
-1 = Missing

NOTE: QUESTION 10 IS NOT ANSWERED BY ALL RESPONDENTS:

- If this is the respondent's FIRST ENLISTMENT (See Q.9), then the respondent should NOT answer Q.10.
- If this is the respondent's 2ND, 3RD, 4TH, 5TH OR MORE ENLISTMENT (SEE Q.9), then the respondent should answer Q.10.

10. Which of the following did you receive as part of or since your last reenlistment contract?

Mark All That Apply

Proficiency Pay..... 1  
 Guaranteed Location of Duty Station.. 1  
 Guaranteed Length of Assignment..... 1  
 Guaranteed Training or Retraining in  
   a new MOS/Rating/AFSC..... 1  
 Guaranteed Job Assignment..... 1  
 Improved Promotion Opportunity..... 1  
 None of the above..... 1

Variable Names:	Content:	Flag:	Tape Position:
Q10A	None of the items	F10A	33-34
Q10B	Pro Pay		35-36
Q10C	Guaranteed location		37-38
Q10D	Guaranteed Assignment Length		39-40
Q10E	Guaranteed Training		41-42
Q10F	Guaranteed Job		43-44
Q10G	Improved Promotion Opportunity		45-46

Codes for each variable Q.10A-Q.10G:

01	Marked item
00	Did not mark this item; marked at least one item in Q10A - Q10G
-1	Missing data in all sub-items, Q10A-Q10G
-3	Not Applicable (This is R's first enlistment)

- Notes:
- a. Variable Q10A (None of the items) appears as the last item in Q10 on the printed questionnaire; however, for coding purposes on the tape, this variable appears as the FIRST ITEM in the Q10 series.
  - b. In processing items which ask the respondent to "Mark All That Apply", each response category is treated as a separate variable. Code 01 indicates that the response category was marked and Code 00 indicates that the specific response category was not marked, but that another category in the question series was marked. Code -1 "Missing" is assigned only in those cases where the respondent left all of the response categories of the question BLANK.



NOTE: QUESTION 11 IS NOT ANSWERED BY ALL RESPONDENTS:

- If this is the respondent's FIRST ENLISTMENT (See Q.9), then the respondent should NOT answer Q.11.
- If this is the respondent's 2ND, 3RD, 4TH, 5TH OR MORE ENLISTMENT (SEE Q.9), then the respondent should answer Q.11.

11. Which of the following reenlistment bonuses did you receive at your last enlistment? Be sure to mark all that apply.

I did not receive a reenlistment bonus... 1  
 Regular Reenlistment Bonus (RRB)..... 1  
 Selective Reenlistment Bonus (SRB)..... 1  
 Variable Reenlistment Bonus (VRB)..... 1  
 Other Reenlistment Bonus (Record type  
 below)..... 1

SPECIFY: \_\_\_\_\_

\* IF YOU DID NOT RECEIVE A REENLISTMENT BONUS, GO TO Q14 \*

Variable Names:	Content:	Flag:	Tape Position:
Q11A	Did not receive a reenlistment bonus	F11A	47-48
Q11B	RRB		49-50
Q11C	SRB		51-52
Q11D	VRB		53-54
Q11E	Other type of reen- listment bonus		55-56

Codes for variables Q11A-Q11E:

01	Marked
00	Did not mark this item; marked at least one item in Q11A-Q11E.
-1	Missing data in all sub-items, Q11A-Q11E
-3	Not Applicable (This is R's first enlistment)

Note: See note Q10, note "b".

NOTE: QUESTIONS 12 AND 13 ARE NOT ANSWERED BY ALL RESPONDENTS:

-If this is the respondent's FIRST ENLISTMENT (SEE Q9), then the respondent should NOT answer Q12-Q13.

-If this is the respondent's 2ND, 3RD, 4TH, 5TH OR MORE ENLISTMENT (SEE Q9), and the respondent did NOT receive a REENLISTMENT BONUS at the last enlistment (see answer in Q11), then Q12 and Q13 should NOT be answered.

-If this is the respondent's 2ND, 3RD, 4TH, 5TH OR MORE ENLISTMENT (SEE Q9), and the respondent received a REENLISTMENT BONUS at the last enlistment (see Q11), then Q12 and Q13 should be answered.

12. What is the total amount, before taxes and other deductions, that you will receive from reenlistment bonuses during your current enlistment?

TOTAL REENLISTMENT BONUS \$ \_\_\_\_\_

Variable Name: Q12

Tape Position: 57-61

Codes: 00000 - 15000 Total Reenlistment Bonus \$  
 -2 Did not receive any reenlistment bonus at last enlistment  
 -1 Missing  
 -3 Not Applicable (This is R's first enlistment)  
 -4 Incomplete data entered by R; or out-of-range

13. How much of this reenlistment bonus payment did you receive DURING 1978?

None..... 00000

AMOUNT RECEIVED IN 1978 \$ \_\_\_\_\_

Variable Name: Q13

Tape Position: 62-66

Codes: 00000 None of this reenlistment bonus was received in 1978  
 00000 - 15000 Reenlistment bonus received in 1978  
 -2 Did not receive any reenlistment bonus at last enlistment  
 -1 Missing  
 -3 Not Applicable (This is R's first enlistment)  
 -4 Incomplete data entered by R; or out-of-range

14. How soon will you complete your current enlistment INCLUDING ANY  
EXTENSIONS YOU HAVE NOW?

Less than 3 months.....	1
At least 3 months but less than 6 months.....	2
At least 6 months but less than 9 months.....	3
At least 9 months but less than 12 months.....	4
At least 1 year but less than 2 years.....	5
At least 2 years but less than 3 years.....	6
At least 3 years or more.....	7

Variable Name: Q14

Flag: F14

Tape Position: 67-68

Codes: 01 - 07 See above  
-1 Missing

## II. REENLISTMENT/CAREER INTENT

15. When you finally leave the military, how many total years of service do you expect to have?

# YEARS

Variable Name: Q15

Flag: F15

Tape Position: 69-70

Codes: 00 - 40 Expected number of years in military  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

16. When you finally leave the military, what pay grade do you think you will have? Mark One.

ENLISTED GRADES: E1 E2 E3 E4 E5 E6 E7 E8 E9

WARRANT GRADES: W1 W2 W3 W4

Variable Name: Q16

Flag: F16

Tape Position: 71-72

Codes: 01 E1  
 02 E2  
 03 E3  
 04 E4  
 05 E5  
 06 E6  
 07 E7  
 08 E8  
 09 E9  
 11 W1  
 12 W2  
 13 W3  
 14 W4  
 -1 Missing

Note: If more than one enlisted grade was marked, highest paygrade was selected. [If highest or enlisted level vs. warrant grade was selected, then variable XV5 = 1 (Tape Position 448)]. If both Enlisted and warrant grades are marked, Enlisted level was selected.]

17. When you finally leave the military, do you plan to join a National Guard or Reserve unit?

Mark One

Definitely Yes.....1  
 Probably Yes.....2  
 Probably No.....3  
 Definitely No.....4  
 Don't Know/Not Sure.....5

Variable Name: Q17

Tape Position: 73-74

Codes: 01 - 04 See above  
 05 Don't know/Not sure  
 -1 Missing

18. Suppose there was a new military program that service personnel could participate in after they leave the military. The program requires that you must keep the military informed of your address and you could be recalled to service in the event of a national emergency. However, you would not be required to attend drills or serve on active duty, unless there was an emergency.

If you were given a bonus of \$200 for each year you participated in this program, how many years would you be willing to stay in this program?

No years..... 00  
 1 year..... 01  
 2 years..... 02  
 3 years..... 03  
 4 years..... 04  
 5 years..... 05  
 6 or more..... 06

Variable Name: Q18

Tape Position: 75-76

Codes: 00 - 06 Number of years, see above  
 -1 Missing

19. What are the chances that your next tour of duty will be in an undesirable location? Mark one.

Does not apply, I plan to retire.....-7

No Chance..... (0 in 10)..... 0  
 Very slight possibility..... (1 in 10)..... 1  
 Slight possibility..... (2 in 10)..... 2  
 Some possibility..... (3 in 10)..... 3  
 Fair possibility..... (4 in 10)..... 4  
 Fairly good possibility..... (5 in 10)..... 5  
 Good possibility..... (6 in 10)..... 6  
 Probable..... (7 in 10)..... 7  
 Very probable..... (8 in 10)..... 8  
 Almost sure..... (9 in 10)..... 9  
 Certain..... (10 in 10)..... 10  
 Don't know where I'll be assigned next.-8

Variable Name: Q19

Tape Position: 77-78

Codes: 00 - 10 See above  
 -7 Retire  
 -8 Don't know where I'll be assigned next  
 -1 Missing

20. How likely are you to reenlist at the end of your current term of service? Assume that no Keenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. Mark one.

Does not apply, I plan to retire (G) to Q15.....-7

No chance..... (0 in 10)..... 00  
 Very slight possibility..... (1 in 10)..... 01  
 Slight possibility..... (2 in 10)..... 02  
 Some possibility..... (3 in 10)..... 03  
 Fair possibility..... (4 in 10)..... 04  
 Fairly good possibility..... (5 in 10)..... 05  
 Good possibility..... (6 in 10)..... 06  
 Probable..... (7 in 10)..... 07  
 Very probable..... (8 in 10)..... 08  
 Almost sure..... (9 in 10)..... 09  
 Certain..... (10 in 10)..... 10  
 Don't know..... -8

Variable Name: Q20

Tape Position: 79-80

Codes: 00 - 10 See above  
 -7 Retire  
 -8 Don't know  
 -1 Missing

NOTE: QUESTION 21 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent indicated in Q20 that he/she plans to RETIRE at the end of the current term, then Q21 should NOT be answered.
- If the respondent did NOT indicate in Q20 that he/she plans to RETIRE at the end of the current term, then Q21 SHOULD be answered.

---

21. Think for a minute about the different reenlistment options that are currently available to personnel in your service. If you decided to reenlist at the end of your current term of service, which reenlistment period would you sign up for? Mark one.

☐ 2 years    ☐ 3 years    ☐ 4 years    ☐ 5 years    ☐ 6 years

\* If you have been on active duty 12 YEARS OR MORE, GO TO Q26. \*

---

NOTE: Variable 21A was deleted from file.

Tape Position 81-82 are BLANK.

Variable Name: Q21B

Tape Position: 83-84

Codes:	02	2 years reenlistment
	03	3 years reenlistment
	04	4 years reenlistment
	05	5 years reenlistment
	06	6 years reenlistment
	-1	Missing
	-3	Not applicable, respondent plans to retire at the end of current term

NOTE: QUESTIONS 22-25 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent has been on active duty for 12 YEARS OR MORE (See Q8), then the R should NOT answer Q22-Q25. (Refer to special instruction above Q22).
- If the respondent has been on active duty for LESS THAN 12 YEARS (See Q8), then Q22-Q25 should be answered.
- \* IF YOU HAVE BEEN ON ACTIVE DUTY 12 YEARS OR MORE, ...

PLEASE INDICATE IN THE FOLLOWING QUESTIONS HOW LIKELY YOU WOULD BE TO REENLIST AT THE END OF YOUR CURRENT TERM OF SERVICE IF THE FOLLOWING OPTIONS WERE AVAILABLE.

22. How likely would you be to reenlist at the end of your current term of service if you were guaranteed a choice of location for your next tour? Assume that no Reenlistment Bonus Payments will be given but that all other special pays which you currently receive are still available.

	Mark the
No Chance.....	1
Very slight possibility.....	2
Slight possibility.....	3
Some possibility.....	4
Fair possibility.....	5
Fairly good possibility.....	6
Good possibility.....	7
Probable.....	8
Very probable.....	9
Almost sure.....	10
Certain.....	11
Don't know.....	12



Variable Name Q21 Flag F21 Tape Position 11-50

Codes: 0 = 1 See above  
 -1 Don't know  
 -2 Missing  
 -3 Not Applicable (Respondent at active duty for 12 or more years)

NOTE: QUESTIONS 22-25 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent has been on active duty for 12 YEARS OR MORE (See Q8), then the R should NOT answer Q22-Q25. (Refer to special instruction above Q22).
- If the respondent has been on active duty for LESS THAN 12 YEARS (See Q8), then Q22-Q25 should be answered.

23. How likely would you be to reenlist at the end of your current term of service if military personnel in your career field received a \$4,000 bonus?

Mark one

No Chance..... 1 in 10..... 1  
 Very slight possibility..... 2 in 10..... 2  
 Slight possibility..... 3 in 10..... 3  
 Some possibility..... 4 in 10..... 4  
 Fair possibility..... 5 in 10..... 5  
 Fairly good possibility..... 6 in 10..... 6  
 Good possibility..... 7 in 10..... 7  
 Probable..... 8 in 10..... 8  
 Very probable..... 9 in 10..... 9  
 Almost sure..... 10 in 10..... 10  
 Certain..... 11 in 10..... 11  
 Don't know..... 12..... 12

Variable Name Q23

Tape Position 11-51

Codes: 0 = 10 See above  
 -1 Don't know  
 -2 Missing  
 -3 Not Applicable (Respondent at active duty for 12 or more years)

NOTE: QUESTIONS 22-25 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent has been on active duty for 12 YEARS OR MORE (See Q8), then the R should NOT answer Q22-Q25. (Refer to special instruction above Q22).
- If the respondent has been on active duty for LESS THAN 12 YEARS (See Q8), then Q22-Q25 should be answered.

24. How likely would you be to reenlist at the end of your current term of service if military personnel in your career field received an \$8,000 bonus?

	Mark One
No Chance.....(0 in 10)...	00
Very slight possibility.(1 in 10)...	01
Slight possibility.....(2 in 10)...	02
Some possibility.....(3 in 10)...	03
Fair possibility.....(4 in 10)...	04
Fairly good possibility.(5 in 10)...	05
Good possibility.....(6 in 10)...	06
Probable.....(7 in 10)...	07
Very probable.....(8 in 10)...	08
Almost sure.....(9 in 10)...	09
Certain.....(10 in 10)...	10
Don't know.....	-8

Variable Name: Q24

Tape Position: 89-90

Codes:	00 - 10	See above
	-8	Don't know
	-1	Missing
	-3	Not Applicable (R has been on active duty 12 or more years)

\* IF YOU HAVE BEEN ON ACTIVE DUTY 12 YEARS OR MORE, GO TO Q26 \*

NOTE: QUESTIONS 22-25 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent has been on active duty for 12 YEARS OR MORE (See Q8), then the R should NOT answer Q22-Q25. (Refer to special instruction above Q22).
- If the respondent has been on active duty for LESS THAN 12 YEARS (See Q8), then Q22-Q25 should be answered.

---

25. How likely would you be to reenlist at the end of your current term of service if a Two Year Reenlistment Period were available? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available.

	Mark One
No Chance.....(0 in 10)...	00
Very slight possibility.(1 in 10)...	01
Slight possibility.....(2 in 10)...	02
Some possibility.....(3 in 10)...	03
Fair possibility.....(4 in 10)...	04
Fairly good possibility.(5 in 10)...	05
Good possibility.....(6 in 10)...	06
Probable.....(7 in 10)...	07
Very probable.....(8 in 10)...	08
Almost sure.....(9 in 10)...	09
Certain.....(10 in 10)...	10
Don't know.....	-8

---

Variable Name: Q25

Tape Position: 91-92

Codes	00 - 10	See above
	-8	Don't know
	-1	Missing
	-3	Not Applicable (R has been on active duty for 12 or more years)

26. In what month and year were you promoted to your present pay grade?

- o January 19 ☐ ☐
- o February
- o March
- o April
- o May
- o June
- o July
- o August
- o September
- o October
- o November
- o December

Variable Name: Q26A

Tape Position: 93-94

Codes: 01 - 12 Month promoted to present paygrade (January - December)  
-1 Missing

Note: If more than one month was marked, the most recent, e.g.,  
highest code was selected. If highest was selected, then  
Variable XV6 = 1, Tape Position 449.

Variable Name: Q26B

Flag: F26B

Tape Position: 95-96

Codes: 50 - 79 Year promoted to present paygrade  
-1 Missing  
-4 Incomplete data entered by R, or out-of-range

27. What do you think your chances are of being promoted to the next higher pay grade? Mark one.

Does not apply, I plan to retire..... -3  
 Does not apply, I plan to leave the  
 service..... -3  
 Does not apply, I do not expect any  
 more promotions..... -3

No Chance.....(0 in 10).... 00  
 Very slight possibility.(1 in 10).... 01  
 Slight possibility.....(2 in 10).... 02  
 Some possibility.....(3 in 10).... 03  
 Fair possibility.....(4 in 10).... 04  
 Fairly good possibility.(5 in 10).... 05  
 Good possibility.....(6 in 10).... 06  
 Probable.....(7 in 10).... 07  
 Very probable.....(8 in 10).... 08  
 Almost sure.....(9 in 10).... 09  
 Certain.....(10 in 10).... 10  
 Don't know..... -8

Variable Name: Q27

Tape Position: 97-98

Codes: 00 - 10 See above  
 -3 Does not apply, plans to retire, leave service  
 or no more promotion  
 -8 Don't know  
 -1 Missing

28. Think for a minute about other military personnel who have the same total years of service that you have. Which of the following statements best describes when you expect your next promotion?

Does not apply, I plan to retire.....10  
 Does not apply, I plan to leave the  
 service.....09  
 Does not apply, I do not expect any  
 more promotions.....00

EARLIER than most people who have the same  
 total years of service.....1  
 AT ABOUT THE SAME time as most people who  
 have the same total years of service.....2  
 LATER than most people who have the same  
 total years of service.....3

Variable Name: Q28

Tape Position 99-100

Codes:	01 - 03	See above
	08	Does not apply, I do not expect any more promotions
	09	Does not apply, I plan to leave the service
	10	Does not apply, I plan to retire
	-1	Missing

29. How soon do you expect your next promotion? Mark one.

Does not apply, I plan to retire... 10  
Does not apply, I plan to leave the  
service... 09  
Does not apply, I do not expect any  
more promotions... 08  
Less than 1 year... 07  
At least 1 year but less than 2 years... 06  
At least 2 years but less than 3 years... 05  
At least 3 years but less than 4 years... 04  
At least 4 years but less than 5 years... 03  
At least 5 years but less than 6 years... 02  
6 or more years... 01  
Don't know... -8

Variable Name: Q29

Tape Positions: 101-102

Codes: 01 - 07 See above  
08 Does not apply, I do not expect any more promotions  
09 Does not apply, I plan to leave the service  
10 Does not apply, I plan to retire  
-8 Don't know  
-1 Missing

30. Suppose you knew that your chances of being promoted to the next higher pay grade were reduced by 50% because of reduced manpower requirements. How likely would you be to reenlist at the end of your current term of service if you knew that your promotion opportunity was reduced?

Does not apply, I plan to retire... -7  
No Chance... (0 in 10)... 00  
Very slight possibility... (1 in 10)... 01  
Slight possibility... (2 in 10)... 02  
Some possibility... (3 in 10)... 03  
Fair possibility... (4 in 10)... 04  
Fairly good possibility... (5 in 10)... 05  
Good possibility... (6 in 10)... 06  
Probable... (7 in 10)... 07  
Very probable... (8 in 10)... 08  
Almost sure... (9 in 10)... 09  
Certain... (10 in 10)... 10  
Don't know... -8

Variable Name: Q30

Tape Positions: 103-104

Codes: 00 - 10 See above  
-7 Does not apply, I plan to retire  
-8 Don't know  
-1 Missing

31. Below are some reasons military personnel may have for leaving the Armed Forces. If you have considered leaving the service at the end of your current term, please mark the three most important reasons why you would leave the service.

- |       |                                                                                |   |
|-------|--------------------------------------------------------------------------------|---|
| Q31A. | Does not apply, I have not considered leaving the service (Go to Q. 32).....   | 1 |
| Q31B. | Does not apply, I plan to retire at the end of my current term (Go to 32)..... | 1 |
| Q31C. | Not eligible to reenlist.....                                                  | 1 |
| Q31D. | Dislike location of my assignments.....                                        | 1 |
| Q31E. | Frequency of PCS moves.....                                                    | 1 |
| Q31F. | Dislike being separated from my family.....                                    | 1 |
| Q31G. | My family wants me to leave the service.....                                   | 1 |
| Q31H. | Disagree with personnel policies.....                                          | 1 |
| Q31I. | Discrimination against military personnel based on sex, race, or rank.....     | 1 |
| Q31J. | Not enough opportunity for advancement.....                                    | 1 |
| Q31K. | Low pay and allowances.....                                                    | 1 |
| Q31L. | Better civilian job opportunities.....                                         | 1 |
| Q31M. | Reduction in military benefits.....                                            | 1 |
| Q31N. | Decline in quality of military personnel.....                                  | 1 |
| Q31O. | Unable to practice my job skills.....                                          | 1 |
| Q31P. | Bored with my job.....                                                         | 1 |
| Q31Q. | Don't like my job.....                                                         | 1 |
| Q31R. | Plan to continue my education/use G.I./VEAP benefits.                          | 1 |



Variable Name: (See Above)	Flag:	Tape Position:
Q31A NA - Haven't considered	FS1A	105-106
Q31B NA - Plan to retire		107-108
Q31C Not eligible to reenlist		109-110
Q31D Location of assignments		111-112
Q31E PCS moves		113-114
Q31F Family separation		115-116
Q31G Family wants me to leave		117-118
Q31H Personnel policies		119-120
Q31I Discrimination		121-122
Q31J No advancement oppty.		123-124
Q31K Low pay		125-126
Q31L Civilian job oppty.		127-128
Q31M Red. military benefits		129-130
Q31N Poor quality of personnel		131-132
Q31O Unable to practice job		133-134
Q31P Bored		135-136
Q31Q Dislike job		137-138
Q31R Continue education		139-140

Codes for variables Q31A-Q31R:

01	Marked
-1	Missing data from all sub-items in Q31A-Q31R.
00	R did not mark this item but marked at least one item in Q31A-Q31R.

Note: (1) Respondents were instructed to mark the THREE MOST IMPORTANT REASONS for leaving the service, however in some cases more than 3 responses were marked. All marked responses will appear in the data file even though the question requested 3.

(2) In processing this question, the item was actually treated as a "Mark All That Apply" item, therefore each sub-item in Q31 was treated as a separate variable, Q31A-Q31R. Code 01 indicates that the response category was marked; however, Code 00 indicates that the specific response category was NOT marked, but that another category in the series was marked. Be sure to include all 00 responses in tabulations for this item. Code -1 "Missing" is assigned only in those cases where the respondent left all of the response categories of the question blank.

## III. MILITARY WORK EXPERIENCE

32. Follow the instructions below for your service:

- ARMY: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.
- NAVY: Record your current Primary Rating and the first Primary Rating that you received when you entered active duty. Use all four entries of your Rating. For example, GMM3 would be marked as GMM3. BMSN would be marked as BMSN.
- MARINE: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 0311 would be marked 0311.
- AIR FORCE: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use the first four numbers of your AFSC--DO NOT USE LETTERS. For example, AFSC A43130C would be marked as 4313.

INSTRUCTIONS: Write ONE number or letter in each box.  
Then, mark the matching circle below each box.

A. MY CURRENT PRIMARY MOS/RATING/AFSC IS:

□	□	□	□
First	Second	Third	Fourth
Letter/Number	Letter/Number	Letter/Number	Letter/Number

o I don't know my Current Primary MOS/RATING/AFSC

Note: See Appendix B for a discussion of a special coding and editing performed on 932A - D and 932F - 1.

## (QUESTION ITEM 32A "CURRENT PMOS" CONTINUED)

- Notes: a. In processing Q32, each letter/number of the current MOS is treated as a separate variable which is assigned two (2) tape positions. Q32A = 1st char, Q32B = 2nd char, Q32C = 3rd char, Q32D = 4th char. Variable Q32E is marked if the respondent does not know his/her MOS. If Q32E is marked "don't know" then Q32A-Q32D were recorded as (Not Applicable).
- b. Each letter/number of the current MOS is right-justified, preceded by a blank.
- c. If Q32 (current MOS) was left completely unanswered (i.e., if R did not mark his/her MOS and did not mark don't know), then all variables in the series Q32A-Q32D were coded -1 for "Missing" and Q32E = 9 for "Missing" data.
- d. If the respondent marked only one or two characters of his/her current MOS but did not mark the third or fourth char, BLANKS were left in those omitted response fields of the current MOS.
- e. It is important to note that code -3 (Not Applicable) response in Q32A-Q32D should be treated as LEGITIMATE DATA and should be included in all tabulations for this item.

Variables Names:	Content:	Tape Position:
Q32A	CURR PRI MOS-1ST CHAR	141-142
Q32B	CURR PRI MOS-2ND CHAR	143-144
Q32C	CURR PRI MOS-3RD CHAR	145-146
Q32D	CURR PRI MOS-4TH CHAR	147-148

## Codes for variables Q32A-Q32D:

A - Z	Entry PMOS letter
0 - 9	Entry PMOS number
-1	Missing data in all sub-items in Q32A-Q32D
-3	Not Applicable (R does not know his/her current PMOS)
Blank	Blank response. If respondent marked only one or two letters of the MOS but did not mark the 3rd or 4th char, Blanks were left in those omitted response fields.

Variable Name:	Content:	Tape Position:
Q32E	Don't Know My Primary MOS	149

Code:	1	I don't know my current Primary MOS
0	Not Applicable (R refused his/her MOS or Q32A-Q32D)	
9	Missing data in all sub-items in Q32A-Q32D	

## B. MY FIRST PRIMARY MOS/RATING/AFSC AT ENTRY WAS:

First Letter/Number	Second Letter/Number	Third Letter Number	Fourth Letter Number
------------------------	-------------------------	------------------------	-------------------------

o I don't know my First Primary MOS RATING AFSC

- Notes:
- In processing 032, each letter/number of the FIRST MOS given at entry into the military is treated as a separate variable which is assigned two (2) tape positions. Q32F = 1st char, Q32G = 2nd char, Q32H = 3rd char, Q32I = 4th char. Variable Q32J is marked if the respondent did not know his/her first MOS. If Q32J is marked "don't know" then Q32F-Q32I were marked as -3 (Not Applicable).
  - Each letter/number of the First MOS is right-justified, preceded by a Blank.
  - If 032 (First MOS) was left completely unanswered--that is, if did not mark his/her first MOS and did not mark "don't know" First MOS, then all variables in the series Q32F-Q32I were coded as -1 for "Missing" and Q32J = 9 for "Missing" data.
  - If the respondent marked only one or two characters of his/her First MOS but did not mark the third or fourth character, blanks were left in those omitted fields of the first MOS.
  - It is important to note that code -3 (Not Applicable) recorded in Q32F-Q32I should be treated as LEGITIMATE data and should be included in all tabulations for this item.

Variable Names:	Contents:	Tape Positions:
Q32F	Entry PMOS - 1st Char	11-12
Q32G	Entry PMOS - 2nd Char	13-14
Q32H	Entry PMOS - 3rd Char	15-16
Q32I	Entry PMOS - 4th Char	17-18

## Codes for variables Q32F-Q32I:

A - Z	First Entry PMOS letter
0 - 9	First Entry PMOS number
-1	Missing
-3	Not Applicable (he does not know his/her first MOS)
Blank	Blank response (no explanation in code)

Variable Names:	Contents:	Tape Positions:
Q32J	Don't Know - First PMOS	19

Codes:	1	I don't know my current PMOS
	0	Not Applicable (he reported in other first MOS in 032)
	9	Missing data in all sub-items in 032

33. Which of the following best describes the kind of work that you do now?

Mark One

Most of my time is spent SUPERVISING people.....1  
 Most of my time is spent PERFORMING my work  
 skills.....2

Variable Name: Q33

Tape Position: 159-160

Codes: 01 - 02 See above  
 -1 Missing

34. LAST MONTH, how much of the time did you work in jobs outside your current Primary MOS/RATING/AFSC?

Most of the time ..... 1  
 About half of the time ..... 2  
 Some of the time ..... 3  
 Very little of the time ..... 4  
 None of the time..... 5

Variable Name: Q34

Tape Position: 161-162

Codes: 01 - 05 See above  
 -1 Missing

Now a few questions about your work schedule during the last seven days. Record your answers in Chart No. 1 below.

During the last 7 days, how many hours did you spend...

35.... working during regular daytime hours--that is, 6:00 a.m. to 6:00 p.m., Monday through Friday?

36.... working during hours OTHER THAN regular daytime hours? Please count hours worked during the EVENINGS, AT NIGHT, ON WEEKENDS AND OTHER HOURS NOT INCLUDING 6:00 a.m. to 6:00 p.m., Monday through Friday.

37. Please add the number of hours listed in Q35 and Q36 and enter in boxes below for Q37.

# CHART NO. 1

35.  
HOURS WORKED  
DURING  
REGULAR  
DAYTIME  
HOURS

36.  
HOURS WORKED  
OTHER THAN  
REGULAR  
DAYTIME  
HOURS

37.  
TOTAL  
HOURS  
WORKED  
LAST WEEK

+   =

38. Please check: is the number you entered in Q37 the TOTAL NUMBER OF HOURS THAT YOU WORKED DURING THE LAST WEEK? IF NOT, PLEASE CORRECT THE ANSWERS IN THE PRECEDING BOXES FOR Q35, 36, AND 37.

Q. 38 WAS NOT PROCESSED

Variable Names:	Content:	Flag:	Tape Position:
Q35	Hrs. Worked - Regular		163-164
Q36	Hrs. Worked - Other		165-166
Q37	Hrs. Worked - Total	F37	167-168

## Codes For Variables Q35-Q37:

00 - 98	Number of hours worked
99	Number of hours worked was 99 or more
-1	Missing
-4	Incomplete data entered by R, or out-of-range

39. In the last seven days, how many hours were you on call/on alert status/on a duty roster?

o None

— —  
— —

Variable Name: Q39      Content:      Tape Position: 169-170

Codes:    00      None  
         00 - 99    Hours on call  
         -1      Missing  
         -4      Incomplete data entered by R,  
                   or out-of-range

#### IV. INDIVIDUAL CHARACTERISTICS

40. Are you male or female?

Male..... 1  
Female..... 2

Variable Name: Q40      Content:      Flag: F40      Tape Position: 171-172

Codes:    01      Male  
         02      Female  
         -1      Missing

41. How old were you on your last birthday?

AGE LAST BIRTHDAY

Variable Name: Q41      Content:      Flag: F41      Tape Position: 173-174

Codes:    16 - 65    Age on last birthday  
          -1        Missing  
          -4        Incomplete data entered by R,  
                      or out-of-range.

42. When you FIRST ENTERED ACTIVE SERVICE, how old were you?

AGE AT ENTRY

Variable Name: Q42      Content:      Flag: F42      Tape Position: 175-176

Codes:    16 - 65    Age when first entered active service  
          -1        Missing  
          -4        Incomplete data entered by R,  
                      or out-of-range.

43. When you FIRST ENTERED ACTIVE SERVICE, did you receive an Enlistment Bonus?

Yes ..... 1  
 No ..... 0  
 I don't remember -8

Variable Name: Q43

Tape Position: 177-178

Codes:    00        No  
          01        Yes  
          -3        I Don't remember  
          -1        Missing



44. What do you consider to be your main racial or ethnic group?

Mark One

Afro-American Black/Negro..... 1  
American Indian/Alaskan Native..... 2  
Hispanic/Puerto Rican Mexican/  
Cuban/Latin/Chicano/Other Spanish..... 3  
Oriental/Asian/Chinese/Japanese/  
Korean/Filipino/Pacific Islander..... 4  
White/Caucasian..... 5  
Other ..... 6  
Specify: \_\_\_\_\_

Variable Name: Q44

Flag: F44

Tape Position: 179-180

Codes: 01 - 06 See above  
-1 Missing

45. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status?

Married.....1  
Widowed.....2  
Divorced.....3  
Separated.....4  
Single, never married.....5

Variable Name: Q45

Flag: F45

Tape Position: 181-182

Codes: 01 - 05 See above  
-1 Missing

46. What is your marital status NOW?

Married.....1  
Widowed.....2  
Divorced.....3  
Separated.....4  
Single, Never Married.....5

\* IF YOU ARE NOT MARRIED NOW, GO TO Q51. \*

Variable Name: Q46

Flag: F46

Tape Position: 183-184

Codes: 01 - 05 See above  
-1 Missing

NOTE: QUESTIONS 47-48 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q46), then the R should NOT answer Q47-48.
- If the respondent is MARRIED (See Q46), then the R should ANSWER Q47-Q48.

47. How many years have you been married to your current spouse?

0 Less than 1 year

# YEARS MARRIED

Variable Name: Q47.

Flag: F47

Tape Position: 185-186

Codes:	00	Married to current spouse less than 1 year
	01 - 40	Number of years married to current spouse
	-1	Missing
	-3	Not applicable; R is not married
	-4	Incomplete data entered by R, or out-of-range

48. How old was your spouse on his or her last birthday?

Variable Name: Q48.

Tape Position: 187-188

Codes:	14 - 75	Age of spouse on last birthday
	-1	Missing
	-3	Not Applicable; R is not married
	-4	Incomplete data entered by R, or out-of-range

NOTE: QUESTIONS 49 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q47), then the E should NOT answer Q49.
- If the respondent is MARRIED (See Q47), then the E should ANSWER Q49.

49. Has your SP (SE) ever served in active duty in the military service.  
Mark all that apply

A. No, my spouse has never served in the military service.....3

B. Yes, my spouse is CURRENTLY SERVING

- o Enlistee.....1
- o Officer.....2

C. Yes, my spouse PREVIOUSLY SERVED AS AN:

- o Enlistee.....3
- o Officer.....4

Note: QN-9 was treated as three separate variables, Q-49A, Q-49B, and Q-49C.

Variable Name:	Content:	Tape Position:
----------------	----------	----------------

Q49A	Spouse Never Served in Military	189-190
------	------------------------------------	---------

Codes:	01	Spouse has served in the military, either currently in service or previously in service
	00	Spouse never served in the military
	-1	Missing
	-3	Not applicable; E is not married

Variable Name:	Content:	Tape Position:
----------------	----------	----------------

Q49B	Spouse Currently Serves in Military	191-192
------	----------------------------------------	---------

Codes:	00	Spouse is not currently in the military
	01	Spouse is currently an enlistee in military
	02	Spouse is currently an officer in military
	-1	Missing
	-3	Not applicable; E is not married

Variable Name:	Content:	Tape Position:
----------------	----------	----------------

Q49C	Spouse previously Served in Military	193-194
------	-----------------------------------------	---------

Code:	00	Spouse did not previously serve in the military
	01	Spouse previously served as an enlistee
	02	Spouse previously served as an officer
	-1	Missing
	-3	Not applicable; E is not married

NOTE: Q50 IS NOT ANSWERED BY ALL RESPONDENTS.

-If the respondent is NOT MARRIED (See Q46), then the R should NOT answer Q50.

-If the respondent is MARRIED (See Q46), then the R should answer Q50.

---

50. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

---

Variable Name: Q50

Tape Position: 195-196

Code:	01 - 08	Highest elementary grade
	09 - 12	Highest high school grade
	13 - 20	Highest year of credit, college
	-1	Missing
	-3	Not applicable; R is not married

Note: If more than one grade is marked, highest grade or year is selected. If highest grade/year is selected variable XV7 = 1, Tape Position 450.

51. When you FIRST ENTERED ACTIVE SERVICE, what was the highest grade or year of regular school or college you had COMPLETED and GOTTEN CREDIT for? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q51

Flag: F51

Tape Position: 197-198

Code: 01 - 08 Highest elementary grade  
 09 - 12 Highest high school grade  
 13 - 20 Highest year of credit, college  
 -1 Missing

Note: If more than one grade is marked, highest grade or year is selected.  
 If highest grade/year is selected, then variable M51 = 1,  
 Tape Position 451.

52. AS OF TODAY, what is your highest education level? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q52

Flag: F52

Tape Position: 199-200

Code: 01 - 08 Highest elementary grade  
 09 - 12 Highest high school grade  
 13 - 20 Highest year of credit, college  
 -1 Missing

Note: If more than one grade is marked, highest grade year is selected.  
 If highest grade year is selected, then variable M52 = 1, Tape  
 Position 452

AD-A097 013

RAND CORP SANTA MONICA CA

F/6 5/11

1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: USER'S MANU--ETC(U)

JAN 81 Z D DOERING, D W GRISSMER, J A HAWES

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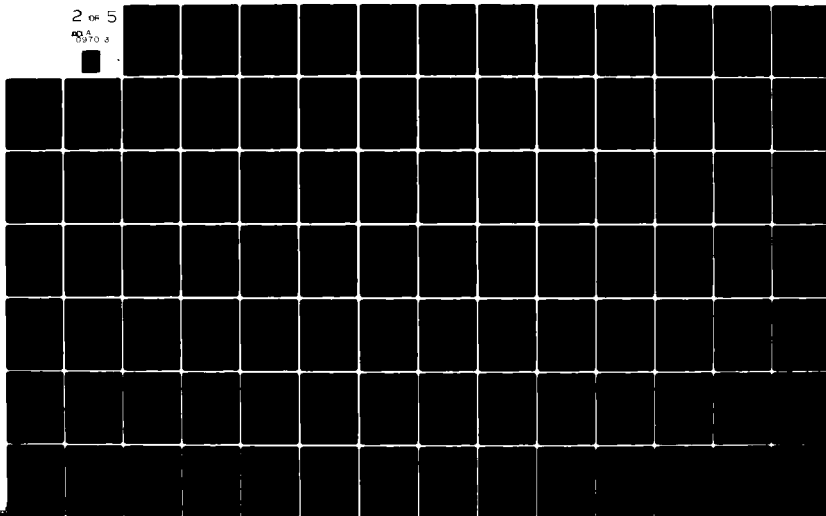
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53. Do you have a GED Certificate or a High School Diploma?

I have a GED Certificate.....1  
 I have a High School Diploma.....2  
 I do not have a GED certificate  
 or High School Diploma.....3

Variable Name: Q53

Tape Position: 201-202

Code: 01 - 03 See above  
 -1 Missing

54. How many dependents do you have? Do not include yourself or your spouse.

None..... 00  
 1..... 01  
 2..... 02  
 3..... 03  
 4..... 04  
 5..... 05  
 6..... 06  
 7..... 07  
 8..... 08  
 9..... 09  
 10 or more..... 10

\* IF NONE, GO TO Q57. \*

Variable Name: Q54

Flag: F54

Tape Position: 203-204

Codes: 00 - 10 See above  
 -1 Missing

Note: If more than one number is marked, lowest number is selected.  
 If lowest number was selected, variable XV10 = 1, Tape Position 453.

NOTE: Questions 55-56 ARE NOT ANSWERED BY ALL RESPONDENTS

- If the respondent does not have any dependents (R and spouse are not counted as dependents) (see Q54), then the R should not answer Q55 and Q56.
- If the respondent does have dependents (R and spouse are not counted as dependents) (see Q54), then the respondent should answer Q55 and Q56.

THE NEXT TWO QUESTIONS ARE ABOUT THE DEPENDENTS YOU COUNTED IN Q54.

55. How many of your dependents are children, including stepchildren and adopted children, who are UNDER 14 YEARS OLD?

None.....	00
1.....	01
2.....	02
3.....	03
4.....	04
5.....	05
6.....	06
7.....	07
8.....	08
9.....	09
10 or more.....	10

Variable Name: Q55

Flag: F55

Tape Position: 205-206

Codes: 00 - 10 See above  
 -1 Missing  
 -3 Not applicable; R does not have dependents

Note: If more than one number is marked, lowest number was selected. If lowest number was selected, then Variable XV11 = 1, Tape Position 454.

56. How many of your dependents are children, including stepchildren and adopted children, who are 14 YEARS OR OLDER?

None.....	00
1.....	01
2.....	02
3.....	03
4.....	04
5.....	05
6.....	06
7.....	07
8.....	08
9.....	09
10 or more.....	10

Variable Name: Q56

Flag: F56

Tape Position: 207-208

Codes: 00 - 10 See above  
 -1 Missing  
 -3 Not applicable; R does not have dependents

Note: If more than one number was marked, lowest number was selected. If lowest number was selected, then Variable XV12 = 1, Tape Position 455.



57. How many people, including your spouse, are living with you now at your current location? Mark one.

None.....	00
1.....	01
2.....	02
3.....	03
4.....	04
5.....	05
6.....	06
7.....	07
8.....	08
9.....	09
10 or more.....	10

Variable Name: Q57

Tape Position: 209-210

Codes: 00 - 10 See above  
 -1 Missing

Note: If more than one number marked, lowest selected.  
 If lowest selected, XV13 = 1, Tape Position 456.

## V. CURRENT HOUSING ARRANGEMENTS

58. In what type of housing do you currently live? Mark One.

I live in civilian housing.....1  
 I live in the following type of military quarters:  
 On Board Ship.....2  
 Open Bay/Troop Barracks.....3  
 Bachelor Enlisted Quarters (BEQ).....4  
 ON-BASE Military Family Housing.....5  
 OFF-BASE Military Family Housing, including  
 leased and rental guaranteed housing.....6

Variable Name: Q58

Tape Position: 211-212

Codes: 01 - 06 See above  
 -1 Missing

59. How do you feel about your current housing?  
 Mark one number on the line below.

VERY VERY  
 DISSATISFIED SATISFIED  
 o-----o-----o-----o-----o-----o-----o  
 1 2 3 4 5 6 7

\* IF YOU LIVE IN CIVILIAN HOUSING, GO TO Q61. \*

Variable Name: Q59

Tape Position: 213-214

Codes: 01 - 07 See above seven point satisfaction scale  
 -1 Missing

NOTE: QUESTION 60 IS NOT ANSWERED BY ALL RESPONDENTS:

- Question 60 should only be answered by respondents who currently live in military housing (See Q58).
- Respondents who live in civilian housing (See Q58) should not have answered this question.

60. Suppose you had to rent civilian housing at your current location--How much do you think you would have to pay PER MONTH, including utilities, for civilian housing in this area? Please give your best estimate.

\$   ,

\*\* IF YOU LIVE IN MILITARY HOUSING, GO TO QUESTION 64 \*\*

Variable Name: Q60

Tape Position: 215-218

Codes:	0000-1600	Estimated cost of civilian housing
	-1	Missing
	-3	Not applicable; R lives in civilian housing
	-4	Incomplete data entered by R, or out-of-range

NOTE: QUESTIONS 61 and 62 ARE NOT ANSWERED BY ALL RESPONDENTS:

- Questions 61 and 62 should only be answered by respondents who live in civilian housing (See Q58).
- Respondents who live in military housing should NOT answer Q61 or Q62.

61. Which of the following best describes your main reason for living in civilian housing? Mark One.

I am not eligible to live in military housing.....1  
 I'm waiting to be assigned to military housing.....2  
 Military housing was not available.....3  
 I prefer civilian housing.....4  
 I have other reasons.....5

Variable Name: Q61

Tape Position: 219-220

Codes: 01 - 05 See above  
 -1 Missing  
 -3 Not Applicable; R lives in military housing

62. Is the CIVILIAN HOUSING that you live in now --

Owned or being bought by you or someone in  
 your household ..... 1  
 Rented for cash ..... 2  
 Occupied without payment of cash rent ..... 3

\* IF YOU OWN YOUR CURRENT RESIDENCE, GO TO Q64. \*

Variable Name: Q62

Tape Position: 221-222

Codes: 01 - 03 See above  
 -1 Missing  
 -3 Not Applicable; R lives in military housing

NOTE: QUESTION 63 is NOT ANSWERED BY ALL RESPONDENTS:

- Question 63 should only be answered by respondents who live in CIVILIAN HOUSING (See Q58) which is RENTED/OCCUPIED RENT FREE (See Q62).
- Question 63 should not be answered by respondents who live in MILITARY HOUSING (See Q58).
- Question 63 should not be answered by respondents who live in civilian housing which they OWN. (See Q58 and Q62)

63. LAST MONTH, what did you pay for rent and utilities for the civilian housing that you live in now?

\$

Variable Name: Q63

Tape Position: 223-226

Codes:	0000-1600	Rent actually paid for civilian housing
	-1	Missing
	-2	Not applicable; R lives in military housing, or owns housing
	-4	Incomplete data entered by R, or out-of-range

64. How many homes do you own? Mark one.

None.....	0
1.....	1
2.....	2
3 or more.....	3

\* IF YOU DO NOT OWN ANY HOMES, GO TO Q69. \*

Variable Name: Q64

Tape Position: 227-228

Codes:	00 - 03	See above
	-1	Missing
	-2	Illegal

NOTE: QUESTIONS 65-66 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent OWNS ONE OR MORE HOMES, (See Q64) then Q65-Q66 should be answered.
- If the respondent does NOT OWN any homes (See Q64), then Q65-Q66 should NOT have been answered.

The next few questions are about the home that you own. If you own more than one home, answer the following questions about your main residence.

65. In what year did you get this home?

19


Variable Name: Q65

Tape Position: 229-230

Codes: 34 - 79 Year purchased house  
 -1 Missing  
 -3 Not applicable; R Does Not Own a Home  
 -4 Incomplete data entered by R, or  
 out-of-range

66. What was the purchase price of this home?

\$


Variable Name: Q66

Tape Position: 231-236

Codes: 000000-500000 Purchase price of house \$  
 -1 Missing  
 -3 Not applicable; R Does Not Own a Home  
 -4 Incomplete Data Entered by R, or  
 out-of-range

NOTE: QUESTIONS 67-68 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent OWNS ONE OR MORE HOMES(See Q64), then Q67-Q68 should be answered.
- If the respondent does NOT OWN any homes (See Q64), then Q67-Q68 should NOT have been answered.

67. LAST MONTH, what was your monthly mortgage payment for this home?

\$   ,

Variable Name: Q67

Tape Position: 237-240

Codes: 0000-1800 Monthly mortgage payment \$  
 -1 Missing  
 -3 Not applicable; R Does Not Own a Home  
 -4 Incomplete Data Entered by R, or  
 out-of-range

68. Were real estate taxes included in the mortgage payment listed in Q67?

Yes.....1  
 No.....0

Variable Name: Q68

Tape Position: 241-242

Codes: 00 No  
 01 Yes  
 -1 Missing  
 -3 Not applicable; R Does Not Own a Home



## VI. MILITARY COMPENSATION AND BENEFITS

69. What is the amount of your MONTHLY basic pay before taxes and other deductions? If you don't know the exact amount, please give your best estimate.

\$

Variable Name: Q69

Tape position: 243-246

Codes: 0400-1700 Monthly basic pay \$  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

70. What is the amount of your MONTHLY Basic Allowance for Quarters (BAQ)? BAQ is a cash payment for housing. If you don't know the exact amount, please give your best estimate.

o I do not receive a BAQ =000

\$

Variable Name: Q70

Tape Position: 247-249

Codes: 000 Don't receive a BAQ  
 001-300 Monthly basic allowance for quarters \$  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

71. What is the amount of your MONTHLY Basic Allowance for Subsistence (BAS)? BAS is a cash payment for food. If you don't know the exact amount, please give your best estimate.

o I do not receive a BAS =000

\$

Variable Name: Q71

Tape Position: 250-252

Codes: 000 Don't receive a BAS  
 001-100 Monthly basic allowance for subsistence \$  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

72. Which of the following special monthly pays or allowances do you currently receive? Be sure to mark all that apply.

I don't receive any special monthly pays.....1  
 Jump Pay.....1  
 Sea Pay.....1  
 Submarine Pay.....1  
 Flight Pay.....1  
 Foreign Duty Pay.....1  
 Pro Pay.....1  
 COLA (Overseas Cost of Living Allowance).....1  
 Overseas Special Housing Allowance.....1  
 Other Special Pays or Allowances--Specify  
 below.....1

\* IF YOU DO NOT RECEIVE ANY SPECIAL MONTHLY PAYS, GO TO Q74. \*

Variable Name:	Content:	Flag:	Tape Position:
Q72A	Don't Receive Any Special pays	F72A	253-254
Q72B	Jump Pay		255-256
Q72C	Sea Pay		257-258
Q72D	Submarine Pay		259-260
Q72E	Flight Pay		261-262
Q72F	Foreign Duty Pay		263-264
Q72G	Pro Pay		265-266
Q72H	COLA		267-268
Q72I	Overseas--HA		269-270
Q72J	Other		271-272

Codes for variables Q72A - Q72J.

01	Marked
-1	Missing data from all sub-items, Q72A-Q72J
00	Did not mark this item; marked at least one item in Q72A-Q72J.

Note: In processing Q72, this item was treated as a "Mark All That Apply" item, therefore each sub-item in Q72 was treated as a separate variable, Q72A-Q72J. Code 01 indicates that the response category was marked; however, Code 00 indicates that the response category was NOT marked, but that another category in the series was marked. Code -1 indicates that all variables Q72A-Q72J were left blank.

NOTE: QUESTION 73 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent currently does receive special monthly pays or allowances (See Q72), then Q73 should be answered.
- If the respondent does NOT currently receive special monthly pays or allowances (See Q72), then Q73 should NOT be answered.

73. How much money do you currently receive each month, before taxes and other deductions, from the special monthly pays and allowances listed in Q72?

\$   ,

Variable Name: Q73

Tape Position: 273-276

Codes: 0000-2000 \$ each month from special monthly pays  
-1 Missing  
-3 Not applicable; R did not receive any special  
monthly pays  
-4 Incomplete Data Entered by R, or  
out-of-range

74. On the average, about how much money do you, your spouse or your dependents spend each month in the military exchanges (e.g. PX, BX, Ship Store, etc.)?

Please give your best estimate.

\$   ,

Variable Name: Q74

Tape Position: 277-280

Codes: 0000-1500 \$ spent each month in military exchanges  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

75. About how much money do you, your spouse or your dependents spend each month in military commissaries? Please give your best estimate.

\$   ,

Variable Name: Q75

Tape Position: 281-284

Codes: 0000-1500 \$ spent each month at commissary  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

76. About how much money do you, your spouse or your dependents spend each month at civilian grocery stores? Please give your best estimate.

\$   ,

Variable Name: Q76

Tape Position: 285-288

Codes: 0000-1500 \$ spent each month at civilian grocery stores  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

77. Suppose you are assigned to a duty station where Military Medical Services, Military Commissaries and Military Exchanges are not available. At that duty station you would be paid three additional monthly allowances to make up for the lack of these services.

A. How much of an additional monthly allowance do you think would be fair to make up for the lack of MILITARY MEDICAL SERVICES at such a location?

Fair Monthly  
Allowance for Medical Services \$

B. How much of an additional monthly allowance do you think would be fair to make up for the lack of MILITARY COMMISSARIES at such a location?

Fair Monthly  
Allowance for Military  
Commissaries \$

C. How much of an additional monthly allowance do you think would be fair to make up for the lack of MILITARY EXCHANGES at such a location?

Fair Monthly  
Allowance for Military  
Exchanges \$

Variable Name:	Content:	Tape Position:
Q77A	Fair Monthly Allowance Medical Services	289-291
Q77B	Fair Monthly Allowance Military Commissaries	292-294
Q77C	Fair Monthly Allowance Military Exchanges	295-297

Codes for Q77A-Q77C:

000-999	\$ Fair Monthly Allowance
-1	Missing
-4	Incomplete Data Entered by R, or out-of-range

78. How much money do you currently contribute each month to the Veteran Education Assistance Program (VEAP)?

I am not eligible to participate in VEAP.....0  
 I am eligible but I do not participate  
 in VEAP.....1  
 \$50 per month.....2  
 \$55 per month.....3  
 \$60 per month.....4  
 \$65 per month.....5  
 \$70 per month.....6  
 \$75 per month.....7

Variable Name: Q78

Tape Position: 298-299

Codes: 00 - 07 See above  
 -1 Missing

79. During 1978, how much money did your service contribute to pay for your educational expenses at a civilian school?

o None

\$

Variable Name: Q79

Tape Position: 300-303

Codes: 0000 None  
 0000-9999 \$ spent by Service for educational expenses  
 -1 Missing  
 -4 Incomplete Data Entered by R,  
 or out-of-range

80. AS OF TODAY, how many unused official military leave days do you have?

☐ None

# UNUSED LEAVE DAYS


Variable Name: Q80

Tape Position: 304-305

Codes:    00            None  
         01 - 99       Number of Unused leave days  
         -1            Missing  
         -4            Incomplete Data Entered by R,  
                      or out-of-range

81. In the past 5 years--that is from 1974 to now, how many military leave days did you turn in for a cash payment at the time you reenlisted?

☐ Does not apply, I never reenlisted... -7

☐ None..... 00


Variable Name: Q81

Tape Position: 306-307

Codes:    00            None  
         01 - 99       Number of military days turned in for cash payment  
         -7            Does not apply, I never reenlisted  
         -1            Missing  
         -4            Incomplete Data Entered by R, or out-of-range

## VII. MILITARY RETIREMENT SYSTEM

82. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service--under the current retirement system, what percent of your basic pay would you receive as retirement pay?

-----  
----- %

Variable Name: Q82

Tape Position: 308-309

Codes: 00 - 99 Percent of basic pay you would receive at retirement with 26 years of service  
 -1 Missing  
 -4 Incomplete Data Entered by R, or out-of-range

83. Suppose you retired with 20 years of service at an E-7 pay grade and you had to choose the way in which your retirement benefits would be paid. Which of the following would you choose? The payments listed below would be the initial payment schedule; however, your future payments would be adjusted for inflation and taxed in the same way as the current retirement system.

Mark One

\$5,800 a year for a lifetime..... 1  
 \$6,600 a year for 20 years..... 2  
 \$9,140 a year for 10 years..... 3  
 \$14,810 a year for 5 years..... 4  
 \$32,350 a year for 2 years..... 5  
 A lump sum of \$56,150 at the time  
 of retirement..... 6

Variable Name: Q83

Tape Position: 310-311

Codes: 01 - 06 See above  
 -1 Missing



84. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active service. Under this new plan, people who remain in the military for 10 or more years would receive the following two benefits:

- o A special lump sum bonus at the time they leave the service. This bonus would be taxed.

AND

- o Retirement pay.

If the benefits shown below had been available at the time you first entered active service, how many total years would you have planned to serve in the military? Enter your answer in A. below.

#### DESCRIPTION OF DIFFERENT RETIREMENT PLAN

YEARS OF SERVICE	AMOUNT OF LUMP SUM BONUS YOU WOULD RECEIVE AT THE TIME YOU RETIRED	AMOUNT OF BASIC PAY YOU WOULD RECEIVE AS RETIREMENT BENEFITS	AGE WHEN RETIREMENT BENEFITS WOULD BEGIN
Less than 10	\$ 0	0%	None
10	8,000	20.0%	65 years old
11	10,000	22.5%	65
12	12,000	25.0%	65
13	14,000	27.5%	65
14	16,000	30.0%	65
15	20,000	32.5%	62
16	24,000	35.0%	62
17	28,000	37.5%	62
18	32,000	40.0%	62
19	36,000	42.5%	62
20	40,000	45.0%	60
21	43,000	48.0%	60
22	46,000	51.0%	60
23	49,000	54.0%	60
24	52,000	57.0%	60
25	54,000	60.0%	60
26	56,000	63.0%	60
27	58,000	66.0%	60
28	60,000	69.0%	60
29	62,000	72.0%	60
30	64,000	75.0%	55

## A. UNDER THIS PLAN, I WOULD HAVE PLANNED TO SERVE:

EXPECTED YEARS OF SERVICE

--	--

Variable Name:	Content:	Tape Position:
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Q84A	Expected YOS Under New Plan	312-313
------	-----------------------------	---------

Codes:	00 - 99	Years planned to serve under different retirement plan
	-1	Missing
	-4	Incomplete Data Entered by R, or out-of-range

Note: Some respondents apparently entered 00 years as a protest against the "new retirement plan" e.g. R would not be willing to serve any years under the plan described in Q84. It was anticipated that some respondents would not want to participate in the new plan; therefore, the optical scan format allowed respondents to enter any numeric response between 00-99. The question itself did not instruct respondents to use the 00 year option.

B. If you had served the number of years you entered in Q84A, what pay grade do you think you would have had when you left the military? Mark One.

ENLISTED GRADES: E1 E2 E3 E4 E5 E6 E7 E8 E9

WARRANT GRADES: W1 W2 W3 W4

Variable Name:	Content:	Tape Position:
----------------	----------	----------------

Q84B	Expected Paygrade Under New Plan	314-315
------	----------------------------------	---------

Codes:	01	E1
	02	E2
	03	E3
	04	E4
	05	E5
	06	E6
	07	E7
	08	E8
	09	E9
	11	W1
	12	W2
	13	W3
	14	W4
	-1	Missing

Note: If more than one enlisted grade is marked, highest Enlisted level was selected. If both enlisted and warrant grade are marked, Enlisted level was selected. If highest or Enlisted level was selected, then variable XV14 = 1, Tape Position 457.

85. If you had a choice, which military retirement plan would you choose?

Mark One

Military Retirement Plan Described in  
Question 84.....1  
Current Military Retirement Plan.....2

Variable Name: Q85

Tape Position: 316-317

Codes: 01 - 02 See above  
-1 Missing

#### VIII. CIVILIAN LABOR FORCE EXPERIENCE

86. During 1978, how many hours a week did you spend on the average working at a civilian job or at your own business during your off-duty hours?

o None (Go to Q88)

AVERAGE #  
HOURS PER WEEK

Variable Name: Q86

Tape Position: 318-319

Codes: 00 None  
00 - 99 Average # of hours per week on civilian job  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

NOTE: QUESTION 87 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent did not work at a civilian job during off-duty hours in 1978 (See Q86), then Q87 should not be answered.
- If the respondent worked at a civilian job during off-duty hours in 1978 (See Q86), then Q87 should be answered.

87. Altogether in 1978, what was the total amount that you earned, before taxes and other deductions, for working during your off-duty hours?

\$

Variable Name: Q87

Tape Position: 320-324

Codes: 00000-99999 \$ earned working during your off-duty hours  
-1 Missing  
-3 Not applicable; R Did Not Work At a Civilian Job  
-4 Incomplete data entered by R,  
or out-of-range

NOTE: QUESTION 88 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is not married (See Q46), then Q88 should not be answered.
- If the respondent is married (See Q46), then Q88 should be answered.

\* IF YOU ARE NOT MARRIED, GO TO Q91.\*

The next few questions are about your spouse's employment.

88. Last week, was your SPOUSE working full time or part time, going to school, keeping house, or doing something else?

My spouse was:

Mark All That Apply

In the Armed Forces..... 1  
 Working full time in civilian job..... 1  
 Working part-time in civilian job..... 1  
 Self-employed in his or her own business..... 1  
 With a job, but not at work because of TEMPORARY  
 illness, vacation, strike, etc..... 1  
 Unemployed, laid off, looking for work..... 1  
 Retired..... 1  
 In school..... 1  
 Keeping house/Responsible for child care..... 1  
 Other..... 1

Variable Name:	Content:	Tape Position:
Q88A	In the Armed Forces	325-326
Q88B	Worked Full-time	327-328
Q88C	Working Part-time	329-330
Q88D	Self-employed	331-332
Q88E	With a job, but not at work	333-334
Q88F	Unemployed	335-336
Q88G	Retired	337-338
Q88H	In school	339-340
Q88I	Keeping House	341-342
Q88J	Other	343-344

Codes for variables Q88A - Q88J

01	Marked Item
00	Did not mark this item; R marked at least one item in Q88A-Q88J
-1	Missing data in all sub-items, Q88A-Q88J
-3	Not applicable; R Is Not Married

NOTE: In processing items which ask the respondent to "Mark All That Apply" each response category is treated as a separate variable. Code 01 indicates that the response category was marked and Code 00 indicates that the specific response category was not marked, but that another category in the question series was marked. Code -1 "Missing" is assigned only in those cases where the respondent left all of the response categories of the question BLANK.

NOTE: QUESTION 89 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is not married (See Q46), then Q89 should NOT be answered.
- If the respondent is married (See Q46), then Q89 should be answered.

---

89. In 1978, how many weeks did your SPOUSE work for pay, either full or part-time, at a civilian job, not counting work around the house?  
Include weeks that your spouse was on paid vacation and paid sick leave.

o None (Go to Q91)

# WEEKS


---

Variable Name: Q89

Tape Position: 345-346

Codes:   00       None  
         01 - 52   # of weeks spouse worked for pay  
         -1       Missing  
         -3       Not applicable; R is not married  
         -4       Incomplete data entered by R,  
                  or out-of-range

NOTE: QUESTION 90 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is not married (See Q46), then Q90 should NOT be answered.
- If the respondent is married (See Q46) but the respondent's spouse did not work during 1978 (See Q89), then Q90 should NOT be answered.
- If the respondent is married (See Q46) and the respondent's spouse worked during 1978 (See Q89), then Q90 should be answered.

90. Altogether in 1978, what was the total amount, before taxes and other deductions, that YOUR SPOUSE earned from a civilian job or his or her own business?

o None

CIVILIAN EARNINGS  
OF SPOUSE IN 1978 \$


Variable Name: Q90

Tape Position: 347-351

Codes:	00000	None
	00001-99999	Civilian earnings of spouse in 1978 \$
	-1	Missing
	-3	Not applicable; R is not married, or spouse did not work
	-4	Incomplete data entered by R, or out-of-range

## IX. FAMILY RESOURCES

91. During 1978, did you or your spouse receive any income from the following sources? MARK 'YES' OR 'NO' FOR EACH ITEM.

	YES	NO
Social Security or Railroad Retirement?....	1	0
Supplementary Security Income?.....	1	0
Public Welfare or Assistance?.....	1	0
Government Food Stamps?.....	1	0
Unemployment Compensation or Workmen's Compensation?.....	1	0
Interest and Dividends on Savings, Stocks, Bonds, or other Investments?.....	1	0
Pensions from Federal, State or Local Government Employment?.....	1	0
Pensions from Private Employer or Union?....	1	0
Alimony, Child Support or other Regular Contributions from persons not Living in Your Household?.....	1	0
Anything else not including earnings from wages or salaries?.....	1	0

Variable Name:	Content:	Tape Position:
Q91A.	Social Security	352-353
Q91B.	SSI	354-355
Q91C.	Welfare	356-357
Q91D.	Govt. Food Stamps	358-359
Q91E.	Unemployment Compensation	360-361
Q91F.	Interest/Dividends	362-363
Q91G.	Pensions-Govt.	364-365
Q91H.	Pensions-Private	366-367
Q91I.	Alimony	368-369
Q91J.	Other Not Counting Wages/Salaries	370-371

Codes For Q91A-Q91J:

00	No
01	Yes
-1	Missing



92. During 1978, how much did you or your spouse receive from the sources listed in Q91? Do not include earnings from wages or salaries in this question. Just give your best estimate.

o No income from sources in Q91

— — — — —  
\$ — — , — — —

Variable Name: Q92

Tape Position: 372-376

Codes: 00000 No income from sources in Q91  
00001-99999 78 Income from sources in Q91  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

93. What was your family's TOTAL INCOME, before taxes and other deductions, from all military and civilian sources for all of last year--1978? Please include civilian earnings that you listed in Q87, Q90 and Q92, your yearly military earnings and any other income in 1978.

1978 TOTAL INCOME

\$ — — , — — —

Variable Name: Q93

Tape Position: 377-381

Code: 00000-99999 Total family income in 1978  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

94. As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage.

Mark One

No debts.....1  
 \$1-\$499.....2  
 \$500-\$1,999.....3  
 \$2,000-\$4,999.....4  
 \$5,000-\$9,999.....5  
 \$10,000-\$14,999.....6  
 \$15,000 or more.....7

Variable Name: Q94

Tape Position: 382-383

Codes: 01 - 07 See above  
 -1 Missing

95. What would you say is the total value of any savings accounts, checking accounts or cash, U.S. Savings Bonds, stocks or securities that you may have right now?

Mark One

\$0.....1  
 \$1-\$499.....2  
 \$500-\$1,999.....3  
 \$2,000-\$4,999.....4  
 \$5,000-\$9,999.....5  
 \$10,000-\$14,999.....6  
 \$15,000 or more.....7

Variable Name: Q95

Tape Position: 384-385

Codes: 01 - 07 See above  
 -1 Missing

96. Compared to three years ago, is your financial situation now--

A Lot Better than 3 Years ago.....1  
 Somewhat Better than 3 Years ago.....2  
 About the Same as 3 Years ago.....3  
 Somewhat Worse than 3 Years ago.....4  
 A Lot Worse than 3 Years ago.....5

Variable Name: Q96

Tape Position: 386-387

Codes: 01 - 05 See above  
 -1 Missing

## X. CIVILIAN JOB SEARCH

97. In the past 12 months, did you receive any job offers for a civilian job which you could take if you leave the service?

Yes..... 1  
No..... 0

Variable Name: Q97

Tape Position: 388-389

Codes: 00 No  
01 Yes  
-1 Missing

98. If you were to leave the service NOW and try to find a civilian job, how likely would you be to find a good civilian job?

Mark One

No Chance.....(0 in 10)... 00  
Very slight possibility.(1 in 10)... 01  
Slight possibility.....(2 in 10)... 02  
Some possibility.....(3 in 10)... 03  
Fair possibility.....(4 in 10)... 04  
Fairly good possibility.(5 in 10)... 05  
Good possibility.....(6 in 10)... 06  
Probable.....(7 in 10)... 07  
Very probable.....(8 in 10)... 08  
Almost sure.....(9 in 10)... 09  
Certain.....(10 in 10).. 10  
Don't know..... -8

Variable Name: Q98

Tape Position: 390-391

Codes: 00 - 10 See above  
-8 Don't know  
-1 Missing

99. If you left the service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job? DO NOT INCLUDE FRINGE BENEFITS.

EXPECTED ANNUAL  
CIVILIAN  
EARNINGS

\$

I don't know what I can earn in civilian life..... -8

Variable Name: Q99

Tape Position: 392-396

Codes: 00000-99999

Expected Annual civilian earnings if  
left service now

-8

Don't know

-1

Missing

-4

Incomplete Data Entered by R,  
or out-of-range

100. Suppose you were to leave the service NOW and try to find a civilian job. How likely would you be to find a civilian job that uses the skills in your military career field?

Mark One

No Chance.....(0 in 10)...	00
Very slight possibility.(1 in 10)...	01
Slight possibility.....(2 in 10)...	02
Some possibility.....(3 in 10)...	03
Fair possibility.....(4 in 10)...	04
Fairly good possibility.(5 in 10)...	05
Good possibility.....(6 in 10)...	06
Probable.....(7 in 10)...	07
Very probable.....(8 in 10)...	08
Almost sure.....(9 in 10)...	09
Certain.....(10 in 10)...	10
Don't know.....	-8

Variable Name: Q100

Tape Position: 397-398

Codes: 00 - 10

See above

-8

Don't know

-1

Missing

101. Again, suppose that you were to leave the service NOW to take a civilian job. In what state or country would you probably live? PLEASE CHECK THE LIST OF STATE AND FOREIGN COUNTRY CODES IN QUESTION 6 AND RECORD THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER BELOW.

I never thought about a location.....78  
 I'd go wherever I could find a job.....77

NAME OF STATE/COUNTRY

CODE #

\_\_\_\_\_


Variable Name: Q101

Tape Position: 399-400

Codes: 01 - 74 State/Country codes (See Q6)  
 77 I'd go wherever I could find a job  
 78 I never thought about a location  
 -1 Missing  
 -4 Incomplete Data Entered by R,  
 or out-of-range

Note: The only valid state/country codes from QN6 are 01-74.

102. If you were to leave the service NOW and take a civilian job, how do you think that job would compare with your present military job in regard to the following work conditions?

WORK CONDITIONS	CIVILIAN JOB WOULD BE A LOT BETTER	CIVILIAN JOB WOULD WOULD BE SLIGHTLY BETTER	ABOUT THE SAME IN A CIVILIAN AND MILITARY JOB	CIVILIAN JOB WOULD BE SLIGHTLY WORSE	CIVILIAN JOB WOULD BE A LOT BE A LOT WORSE
The immediate supervisors	1	2	3	4	5
Having a say in what happens to me	1	2	3	4	5
The retirement benefits	1	2	3	4	5
The medical benefits	1	2	3	4	5
The chance for interesting and challenging work	1	2	3	4	5
The wages or salaries	1	2	3	4	5
The chance for promotion	1	2	3	4	5
The opportunities for training	1	2	3	4	5
The people I work with	1	2	3	4	5
The work schedule and hours of work	1	2	3	4	5
The job security	1	2	3	4	5
The equipment I would use on the job	1	2	3	4	5
The location of the job	1	2	3	4	5

Variable Name:	Content:	Flag:	Tape Position:
Q102A.	Supervisors		401-402
Q102B.	Having a say		403-404
Q102C.	Retirement		405-406
Q102D.	Medical		407-408
Q102E.	Interesting Work		409-410
Q102F.	Wages		411-412
Q102G.	Promotion		413-414
Q102H.	Training opportunities		415-416
Q102I.	Co-workers		417-418
Q102J.	Work Schedule		419-420
Q102K.	Job security		421-422
Q102L.	Equipment		423-424
Q102M.	Job location		425-426

Codes For Q102A - Q102M:

01-05 See above  
-1 Missing

103. Suppose you left the service NOW. How do you think the total military compensation you are receiving now (pay and benefits) would compare with the total compensation (pay and benefits) you would receive in a civilian job?

Mark One

A lot more in the military.....1  
A little more in the military.....2  
About the same in a military and  
civilian job.....3  
A little more in civilian life....4  
A lot more in civilian life.....5  
I have no idea what I could  
earn in civilian life.. .....6

Variable Name: Q103

Tape Position: 427-428

Codes: 01 - 05 See above  
06 No idea  
-1 Missing

Now, a few questions on a different topic...

104. How much do you agree or disagree with each of the following statements about military life?

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE
A. Life in the military is about what I expected it to be.....	1	2	3	4	5
B. Military personnel in the future will not have as good retirement benefits as I have now.....	1	2	3	4	5
C. My military pay and benefits will not keep up with inflation.....	1	2	3	4	5
D. My family would be better off if I took a civilian job.....	1	2	3	4	5

Variable Name:	Content:	Flag:	Tape Position:
Q104A.	Military Life As Expected		429-430
Q104B.	Future Retirement Benefits Worse		431-432
Q104C.	Military Pay Won't Keep Up With Inflation		433-434
Q104D.	Family Better Off If Left Military		435-436

Codes For Q104A - Q104D:

01 -05	See above
-1	Missing



105. Now, taking all things together, how satisfied or dissatisfied are you with the military as a way of life? Mark the number which shows your opinion.

VERY DISSATISFIED							VERY SATISFIED	
o-----o-----o-----o-----o-----o-----o								
1	2	3	4	5	6	7		

Variable Name: Q105

Tape Position: 407-438

Codes: 01 - 07 See above seven point scale for satisfaction  
-1 Missing

106. Record the time now - enter military hour:    — — — —

NOTE: THIS ITEM WAS NOT PROCESSED

107. How long did it take you to complete this questionnaire?

# OF MINUTES    — —

Variable Name: Q107

Tape Position: 439-440

Codes: 00 - 99 Number of minutes to complete the questionnaire  
-1 Missing

108. Did you complete this survey during a group administration where other people were taking the same survey?

Yes.....1  
No.....0

Variable Name: Q108

Tape Position: 441-442

Codes:   00       No  
          01       Yes  
          -1       Missing

109. Did you complete this survey on your own (off-duty) time or while on-duty?

Off-Duty.....1  
On-Duty.....2  
Part while on-duty and part  
while off-duty.....3

Variable Name: Q109

Tape Position: 443-444

Codes:   01 - 03   See above  
          -1       Missing

110. We're interested in any comments or recommendations you would like to make about military policies--whether or not the topic was covered in this survey. Do you have any comments?

Yes..Specify in Space Below... 1  
No..... 0

---

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Variable Name: Q110

Tape Position: 445-446

Codes:	00	No
	01	Yes
	-1	Missing

Note: The printed questionnaire contained space for respondents to record additional personal comments.

THANK YOU VERY MUCH FOR ANSWERING THIS QUESTIONNAIRE.  
PLEASE SEAL THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED.

- END OF QUESTIONNAIRE -

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 Extra Variables
 

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XV4	Highest Multiple Logic Rule for Q2
XV5	Highest Multiple Logic Rule for Q16
XV6	Highest Multiple Logic Rule for Q26
XV7	Highest Multiple Logic Rule for Q50
XV8	Highest Multiple Logic Rule for Q51
XV9	Highest Multiple Logic Rule for Q52
XV10	Lowest Multiple Logic Rule for Q54
XV11	Lowest Multiple Logic Rule for Q55
XV12	Lowest Multiple Logic Rule for Q56
XV13	Lowest Multiple Logic Rule for Q57
XV14	Highest Multiple Logic Rule for Q84B
XV15	Left Justify Logic Rule for Q8

---

Note: During the data processing phase, the contractor checked each question to determine which ones utilized the highest/lowest multiple logic instructions; A "1" was placed in the appropriate positions (XV4 - XV15) if the selective logic rule was used for a given item. The twelve questions involved are nos. 2, 16, 26, 50, 51, 52, 54, 56, 57, 84B, and 8.

Variable Name:	Content:	Tape Position:
XV4	Hi Rule for Q2	447
XV5	Hi Rule for Q16	448
XV6	Hi Rule for Q26	449
XV7	Hi Rule for Q50	450
XV8	Hi Rule for Q51	451
XV9	Hi Rule for Q52	452
XV10	Low Rule for Q54	453
XV11	Low Rule for Q55	454
XV12	Low Rule for Q56	455
XV13	Low Rule for Q57	456
XV14	Hi Rule for Q84B	457
XV15	Special Rule for Q8	458

Codes for XV4-XV15:

1 Hi/Low Multiple logic rule was used  
 0 Hi/Low Multiple logic rule was not used

## Extra Variable

XQ8      Adjusted Months in Service (Effective 1 October 1978)

Variable Name:

Tape Position:

XQ8    Adjusted Months in Service (As of 1 Oct. 1978)    459-461

CODES:    001-420    Adjusted Months in Service

Note: This variable was created in order to categorize respondents  
by Sample Cells.

## EXTRA VARIABLE

CELL

Sample Cell

Variable Name: CELL

Tape Position: 462-463

Codes: 01 - 10 Described below:

<u>Cell</u>	<u>Months in Service</u>	<u>Time to ETS</u>
01	000-059	Less than one year
02	000-059	More than one year
03	060-107	Less than one year
04	060-107	More than one year
05	108-155	Not applicable
06	156-203	Not applicable
07	204-420	Not applicable
08	000-059	Missing data
09	060-107	Missing data
10	Missing data	

Note: Cells 01-07 are the only VALID sample cells for Enlisted Personnel. Codes 08-10 are not sample cells; i.e., they result from missing or uncodable data in one or more of the variables used to create the sample cell variable.

## EXTRA VARIABLE

XRACE

Race Stratification

Variable Name: XRACE

Tape Position: 464-465

Codes:	00	Nonblack
	01	Black
	-1	Missing

Note: This variable is a recoding of Form 1, Q44.

## EXTRA VARIABLE

WEIGHT

Weight

Variable Name: WEIGHTS

Tape Position: 466-473

Codes: 0000.0001 - 9999.9999      Assigned Weight

Note: This variable contains the actual weight assigned to each record to reflect the population to which the data can be generalized. This is the only variable in the file recorded with real values using the convention F as a descriptor, F8.4 (field width is 8 digits, 4 of which are to the right of the decimal). (See Section II for discussion of weighting.)



EXTRA OCCUPATIONAL VARIABLES
------------------------------

## Variable Names:

## Tape Positions:

CURRDOC

476-478

ENTRYDOC

479-481

Codes: xxx DoD Occupation Code

-1 Missing Data

-3 Don't Know

-4 Respondent's entry could not be matched to DoD Code

Note: See Appendix B for a discussion of these variables.

## Variable Names:

## Tape Positions:

CURRMOS

482-485

ENTRYMOS

486-489

Codes: xxxx Compressed form of MOS/RATING/AFSC

Blank Missing data

3333 Don't Know

Note: See Appendix B for a discussion of these variables.

VI. ITEM-BY-ITEM SPECIFICATIONS FOR 1978 DOD SURVEY OF  
ENLISTED PERSONNEL--FORM 2 (QUALITY OF LIFE VARIANT)

This section contains the detailed information necessary for using specific variables from this questionnaire for analyses. Each question from the survey instrument is reproduced as it appears on the printed questionnaire. The format and conventions used in this section are identical to those described in the introduction to section V, pages 41-43. The manual user is encouraged to refer to those pages before using the material in this section.

DoD-MRAL Emblem.

COVER PAGE

RCS: DD-M(OT)-7840  
Enlisted Form 21978 DEPARTMENT OF DEFENSE  
SURVEY OF ENLISTED PERSONNEL

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

## NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

## I. MILITARY BACKGROUND

1. Record time began, enter military hour:	TIME BEGAN	<table border="1"><tr><td></td><td></td><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>										

NOTE: This question was not processed. It was used to compute interview length (see Q85).

Extra Variable	
XVI	Questionnaire Variant Code 2
Enlisted Form 2 - Social Indices Variant	

Variable Name: XVI

Tape Position: 1

Codes: 2

Enlisted Form 2 (Social Indices Variant)

NOTE: A questionnaire variant code was assigned to each questionnaire.

Extra Variable	
XV2	Questionnaire Identification Number

Variable Name: XV2

Tape Position: 2-7

Codes: 000001 - 999999 Questionnaire ID Number

NOTE: A unique Questionnaire Identification number was assigned to each questionnaire during the data processing phase.

## Extra Variable

XV3      Record Control Number (RCN)  
 OFFICE USE ONLY section - appears on the last page of the  
 questionnaire.

- o AR..... 11
- o NA..... 22
- o MC..... 33
- o AF..... 44


Variable Name: XV3

Flag: FXV3

Tape Position: 8-13

Codes: 116001 - 116076, 116100, 116200      Army Base/Installation Codes  
 222001 - 225359, 225400      Navy Base/Installation Codes  
 331001 - 331910, 331950      Marine Base/Installation Codes  
 440001 - 440121, 440150      Air Force Base/Installation Codes  
                                          -1      Missing  
                                          -4      Incomplete data entered by R,  
                                               or out-of-range

NOTE: The RCN was recorded on the questionnaire by DMDC document  
 control clerks during the check-in editing of returned  
 questionnaires. This number identifies the military/base/  
 installation of the respondent.

2. In what month are you completing this survey?

- o Jan      1979.....1
- o Feb      1979.....2
- o March    1979.....3
- o April    1979.....4
- o May      1979.....5
- o June     1979.....6

Variable: Name: Q2

Tape Position: 14-15

Codes:    01 - 06      January 1979 - June 1979  
              -1          Missing

Note: If more than 1 month was marked, the most recent month (e.g.,  
 highest) was selected. If highest month was selected, then  
 Variable XV4 = 1. (Tape Position 458)

3. In what service are you now serving?

Army.....1  
 Navy.....2  
 Marine Corps.....3  
 Air Force.....4

Variable: Name: Q3

Flag: F3

Tape Position: 16-17

Codes: 01 - 04 Service now serving, see above  
 -1 Missing

4. What is your present pay grade?

E1 E2 E3 E4 E5 E6 E7 E8 E9

Variable Name: Q4

Flag: F4

Tape Position: 18-19

Codes: 01 E1  
 02 E2  
 03 E3  
 04 E4  
 05 E5  
 06 E6  
 07 E7  
 08 E8  
 09 E9  
 -1 Missing

5. In what month and year were you promoted to your present pay grade?

- ☐ January 19    
☐ February  
☐ March  
☐ April  
☐ May  
☐ June  
☐ July  
☐ August  
☐ September  
☐ October  
☐ November  
☐ December

Variable Name: Q5A

Tape Position: 20-21

Codes: 01 - 12 January - December  
 -1 Missing

Variable Name: Q5B

Flag: F5B

Tape Position: 22-23

Codes: 50 - 79 Year, see above  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

6. Are you currently assigned to a ship?

Yes.....1  
 No.....0

Variable Name: Q6

Tape Position: 24-25

Codes: 01 Yes  
 00 No  
 -1 Missing

7. Where is your present permanent post, base or duty station?  
If you are on board ship, indicate the location of your home  
port. Mark the state or country in the list below.

## STATES

## FOREIGN COUNTRIES

Alabama.....	01	Montana.....	27	Africa.....	51
Alaska.....	02	Nebraska.....	28	Belgium.....	53
Arizona.....	03	Nevada.....	29	Caribbean.....	54
Arkansas.....	04	New Hampshire.....	30	Diego Garcia.....	55
California.....	05	New Jersey.....	31	East Asia.....	56
Colorado.....	06	New Mexico.....	32	Eastern Europe.....	57
Connecticut.....	07	New York.....	33	Germany.....	58
Delaware.....	08	North Carolina.....	34	Greece.....	59
District of Columbia (DC).....	09	North Dakota.....	35	Guam.....	60
Florida.....	10	Ohio.....	36	Iceland.....	61
Georgia.....	11	Oklahoma.....	37	Iran.....	62
Hawaii.....	12	Oregon.....	38	Italy.....	63
Idaho.....	13	Pennsylvania.....	39	Japan or Okinawa.....	64
Illinois.....	14	Rhode Island.....	40	Near East.....	65
Indiana.....	15	South Carolina.....	41	Netherlands.....	66
Iowa.....	16	South Dakota.....	42	Panama Canal Zone.....	67
Kansas.....	17	Tennessee.....	43	Philippines.....	68
Kentucky.....	18	Texas.....	44	Portugal.....	69
Louisiana.....	19	Utah.....	45	South Korea.....	70
Maine.....	20	Vermont.....	46	Spain.....	71
Maryland.....	21	Virginia.....	47	Turkey.....	72
Massachusetts.....	22	Washington (State).....	48	United Kingdom.....	73
Michigan.....	23	West Virginia.....	49	Other overseas location, not listed.....	74
Minnesota.....	24	Wisconsin.....	50		
Mississippi.....	25	Wyoming.....	51		
Missouri.....	26				



NOTE: a. In Q7, respondents should have marked only one location. However, in some cases respondents marked more than one location. To handle this problem, Q7 was treated as two variables: Q7A AND Q7B. The following procedures were used:

- If the respondent did not mark any location, the code -1 will appear in Q7B.
  - If the respondent marked only one location as requested in the survey instructions, the single response will be included in Q7A (Tape Position 28-30) and Q7B (Tape Position 31-33) will be assigned code -3 (Not Applicable).
  - If the respondent, in error, marked two locations, the first code will be recorded in Q7A and one location code will appear in Q7B.
  - If the respondent, in error, marked three or more locations, the first location code marked will appear in Q7A and the second will appear in Q7B.
- b. If the respondent correctly marked only one response, then Q7B = -3 and Q7A = 01-74.

Variable Name:	Content:	Tape Position:
Q7A	1st Location marked	28-30

Codes:	01 - 74	1st location marked, see above list of states and foreign countries
	-1	Missing

Variable Name:	Content	Chart	Tape Position:
Q7B	2nd Location marked	F1B	31-33

Codes:	01 - 74	2nd location marked, see above list of states and foreign countries
	-1	Missing
	-3	Not applicable, i.e., R marked only one location

- 7a How do you feel about your current location? Please mark the number which shows your opinion on the line below.  
For example, people who are Very Satisfied with their current location would mark 7. Others who are Very Dissatisfied with their current location would mark 1. Some other people may have opinions somewhere between 1 and 7.

VERY		VERY
DISSATISFIED		SATISFIED
-----	0-----0	
1	2	3
4	5	6
		7

Variable Name = 7a

Tape Position = 3-31

Codes = 1-7 As stated, seven point satisfaction scale  
-1 Missing

N.B. The questionnaire item number is 7a, however the Variable Name = 7a

- 8 If your enlistment period is over and you are serving, and you received a discharge, do not count this as a new enlistment period.

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th 11th 12th 13th 14th 15th 16th 17th 18th 19th 20th 21st 22nd 23rd 24th 25th 26th 27th 28th 29th 30th 31st 32nd 33rd 34th 35th 36th 37th 38th 39th 40th 41st 42nd 43rd 44th 45th 46th 47th 48th 49th 50th 51st 52nd 53rd 54th 55th 56th 57th 58th 59th 60th 61st 62nd 63rd 64th 65th 66th 67th 68th 69th 70th 71st 72nd 73rd 74th 75th 76th 77th 78th 79th 80th 81st 82nd 83rd 84th 85th 86th 87th 88th 89th 90th 91st 92nd 93rd 94th 95th 96th 97th 98th 99th 100th 101st 102nd 103rd 104th 105th 106th 107th 108th 109th 110th 111th 112th 113th 114th 115th 116th 117th 118th 119th 120th 121st 122nd 123rd 124th 125th 126th 127th 128th 129th 130th 131st 132nd 133rd 134th 135th 136th 137th 138th 139th 140th 141st 142nd 143rd 144th 145th 146th 147th 148th 149th 150th 151st 152nd 153rd 154th 155th 156th 157th 158th 159th 160th 161st 162nd 163rd 164th 165th 166th 167th 168th 169th 170th 171st 172nd 173rd 174th 175th 176th 177th 178th 179th 180th 181st 182nd 183rd 184th 185th 186th 187th 188th 189th 190th 191st 192nd 193rd 194th 195th 196th 197th 198th 199th 200th 201st 202nd 203rd 204th 205th 206th 207th 208th 209th 210th 211st 212nd 213th 214th 215th 216th 217th 218th 219th 220th 221st 222nd 223rd 224th 225th 226th 227th 228th 229th 230th 231st 232nd 233rd 234th 235th 236th 237th 238th 239th 240th 241st 242nd 243rd 244th 245th 246th 247th 248th 249th 250th 251st 252nd 253rd 254th 255th 256th 257th 258th 259th 260th 261st 262nd 263rd 264th 265th 266th 267th 268th 269th 270th 271st 272nd 273rd 274th 275th 276th 277th 278th 279th 280th 281st 282nd 283rd 284th 285th 286th 287th 288th 289th 290th 291st 292nd 293rd 294th 295th 296th 297th 298th 299th 300th 301st 302nd 303rd 304th 305th 306th 307th 308th 309th 310th 311st 312nd 313th 314th 315th 316th 317th 318th 319th 320th 321st 322nd 323rd 324th 325th 326th 327th 328th 329th 330th 331st 332nd 333rd 334th 335th 336th 337th 338th 339th 340th 341st 342nd 343rd 344th 345th 346th 347th 348th 349th 350th 351st 352nd 353rd 354th 355th 356th 357th 358th 359th 360th 361st 362nd 363rd 364th 365th 366th 367th 368th 369th 370th 371st 372nd 373rd 374th 375th 376th 377th 378th 379th 380th 381st 382nd 383rd 384th 385th 386th 387th 388th 389th 390th 391st 392nd 393rd 394th 395th 396th 397th 398th 399th 400th 401st 402nd 403rd 404th 405th 406th 407th 408th 409th 410th 411st 412nd 413th 414th 415th 416th 417th 418th 419th 420th 421st 422nd 423rd 424th 425th 426th 427th 428th 429th 430th 431st 432nd 433rd 434th 435th 436th 437th 438th 439th 440th 441st 442nd 443rd 444th 445th 446th 447th 448th 449th 450th 451st 452nd 453rd 454th 455th 456th 457th 458th 459th 460th 461st 462nd 463rd 464th 465th 466th 467th 468th 469th 470th 471st 472nd 473rd 474th 475th 476th 477th 478th 479th 480th 481st 482nd 483rd 484th 485th 486th 487th 488th 489th 490th 491st 492nd 493rd 494th 495th 496th 497th 498th 499th 500th 501st 502nd 503rd 504th 505th 506th 507th 508th 509th 510th 511st 512nd 513th 514th 515th 516th 517th 518th 519th 520th 521st 522nd 523rd 524th 525th 526th 527th 528th 529th 530th 531st 532nd 533rd 534th 535th 536th 537th 538th 539th 540th 541st 542nd 543rd 544th 545th 546th 547th 548th 549th 550th 551st 552nd 553rd 554th 555th 556th 557th 558th 559th 560th 561st 562nd 563rd 564th 565th 566th 567th 568th 569th 570th 571st 572nd 573rd 574th 575th 576th 577th 578th 579th 580th 581st 582nd 583rd 584th 585th 586th 587th 588th 589th 590th 591st 592nd 593rd 594th 595th 596th 597th 598th 599th 600th 601st 602nd 603rd 604th 605th 606th 607th 608th 609th 610th 611st 612nd 613th 614th 615th 616th 617th 618th 619th 620th 621st 622nd 623rd 624th 625th 626th 627th 628th 629th 630th 631st 632nd 633rd 634th 635th 636th 637th 638th 639th 640th 641st 642nd 643rd 644th 645th 646th 647th 648th 649th 650th 651st 652nd 653rd 654th 655th 656th 657th 658th 659th 660th 661st 662nd 663rd 664th 665th 666th 667th 668th 669th 670th 671st 672nd 673rd 674th 675th 676th 677th 678th 679th 680th 681st 682nd 683rd 684th 685th 686th 687th 688th 689th 690th 691st 692nd 693rd 694th 695th 696th 697th 698th 699th 700th 701st 702nd 703rd 704th 705th 706th 707th 708th 709th 710th 711st 712nd 713th 714th 715th 716th 717th 718th 719th 720th 721st 722nd 723rd 724th 725th 726th 727th 728th 729th 730th 731st 732nd 733rd 734th 735th 736th 737th 738th 739th 740th 741st 742nd 743rd 744th 745th 746th 747th 748th 749th 750th 751st 752nd 753rd 754th 755th 756th 757th 758th 759th 760th 761st 762nd 763rd 764th 765th 766th 767th 768th 769th 770th 771st 772nd 773rd 774th 775th 776th 777th 778th 779th 780th 781st 782nd 783rd 784th 785th 786th 787th 788th 789th 790th 791st 792nd 793rd 794th 795th 796th 797th 798th 799th 800th 801st 802nd 803rd 804th 805th 806th 807th 808th 809th 810th 811st 812nd 813th 814th 815th 816th 817th 818th 819th 820th 821st 822nd 823rd 824th 825th 826th 827th 828th 829th 830th 831st 832nd 833rd 834th 835th 836th 837th 838th 839th 840th 841st 842nd 843rd 844th 845th 846th 847th 848th 849th 850th 851st 852nd 853rd 854th 855th 856th 857th 858th 859th 860th 861st 862nd 863rd 864th 865th 866th 867th 868th 869th 870th 871st 872nd 873rd 874th 875th 876th 877th 878th 879th 880th 881st 882nd 883rd 884th 885th 886th 887th 888th 889th 890th 891st 892nd 893rd 894th 895th 896th 897th 898th 899th 900th 901st 902nd 903rd 904th 905th 906th 907th 908th 909th 910th 911st 912nd 913th 914th 915th 916th 917th 918th 919th 920th 921st 922nd 923rd 924th 925th 926th 927th 928th 929th 930th 931st 932nd 933rd 934th 935th 936th 937th 938th 939th 940th 941st 942nd 943rd 944th 945th 946th 947th 948th 949th 950th 951st 952nd 953rd 954th 955th 956th 957th 958th 959th 960th 961st 962nd 963rd 964th 965th 966th 967th 968th 969th 970th 971st 972nd 973rd 974th 975th 976th 977th 978th 979th 980th 981st 982nd 983rd 984th 985th 986th 987th 988th 989th 990th 991st 992nd 993rd 994th 995th 996th 997th 998th 999th 1000th 1001st 1002nd 1003rd 1004th 1005th 1006th 1007th 1008th 1009th 1010th 1011st 1012nd 1013th 1014th 1015th 1016th 1017th 1018th 1019th 1020th 1021st 1022nd 1023rd 1024th 1025th 1026th 1027th 1028th 1029th 1030th 1031st 1032nd 1033rd 1034th 1035th 1036th 1037th 1038th 1039th 1040th 1041st 1042nd 1043rd 1044th 1045th 1046th 1047th 1048th 1049th 1050th 1051st 1052nd 1053rd 1054th 1055th 1056th 1057th 1058th 1059th 1060th 1061st 1062nd 1063rd 1064th 1065th 1066th 1067th 1068th 1069th 1070th 1071st 1072nd 1073rd 1074th 1075th 1076th 1077th 1078th 1079th 1080th 1081st 1082nd 1083rd 1084th 1085th 1086th 1087th 1088th 1089th 1090th 1091st 1092nd 1093rd 1094th 1095th 1096th 1097th 1098th 1099th 1100th 1101st 1102nd 1103rd 1104th 1105th 1106th 1107th 1108th 1109th 1110th 1111st 1112nd 1113th 1114th 1115th 1116th 1117th 1118th 1119th 1120th 1121st 1122nd 1123rd 1124th 1125th 1126th 1127th 1128th 1129th 1130th 1131st 1132nd 1133rd 1134th 1135th 1136th 1137th 1138th 1139th 1140th 1141st 1142nd 1143rd 1144th 1145th 1146th 1147th 1148th 1149th 1150th 1151st 1152nd 1153rd 1154th 1155th 1156th 1157th 1158th 1159th 1160th 1161st 1162nd 1163rd 1164th 1165th 1166th 1167th 1168th 1169th 1170th 1171st 1172nd 1173rd 1174th 1175th 1176th 1177th 1178th 1179th 1180th 1181st 1182nd 1183rd 1184th 1185th 1186th 1187th 1188th 1189th 1190th 1191st 1192nd 1193rd 1194th 1195th 1196th 1197th 1198th 1199th 1200th 1201st 1202nd 1203rd 1204th 1205th 1206th 1207th 1208th 1209th 1210th 1211st 1212nd 1213th 1214th 1215th 1216th 1217th 1218th 1219th 1220th 1221st 1222nd 1223rd 1224th 1225th 1226th 1227th 1228th 1229th 1230th 1231st 1232nd 1233rd 1234th 1235th 1236th 1237th 1238th 1239th 1240th 1241st 1242nd 1243rd 1244th 1245th 1246th 1247th 1248th 1249th 1250th 1251st 1252nd 1253rd 1254th 1255th 1256th 1257th 1258th 1259th 1260th 1261st 1262nd 1263rd 1264th 1265th 1266th 1267th 1268th 1269th 1270th 1271st 1272nd 1273rd 1274th 1275th 1276th 1277th 1278th 1279th 1280th 1281st 1282nd 1283rd 1284th 1285th 1286th 1287th 1288th 1289th 1290th 1291st 1292nd 1293rd 1294th 1295th 1296th 1297th 1298th 1299th 1300th 1301st 1302nd 1303rd 1304th 1305th 1306th 1307th 1308th 1309th 1310th 1311st 1312nd 1313th 1314th 1315th 1316th 1317th 1318th 1319th 1320th 1321st 1322nd 1323rd 1324th 1325th 1326th 1327th 1328th 1329th 1330th 1331st 1332nd 1333rd 1334th 1335th 1336th 1337th 1338th 1339th 1340th 1341st 1342nd 1343rd 1344th 1345th 1346th 1347th 1348th 1349th 1350th 1351st 1352nd 1353rd 1354th 1355th 1356th 1357th 1358th 1359th 1360th 1361st 1362nd 1363rd 1364th 1365th 1366th 1367th 1368th 1369th 1370th 1371st 1372nd 1373rd 1374th 1375th 1376th 1377th 1378th 1379th 1380th 1381st 1382nd 1383rd 1384th 1385th 1386th 1387th 1388th 1389th 1390th 1391st 1392nd 1393rd 1394th 1395th 1396th 1397th 1398th 1399th 1400th 1401st 1402nd 1403rd 1404th 1405th 1406th 1407th 1408th 1409th 1410th 1411st 1412nd 1413th 1414th 1415th 1416th 1417th 1418th 1419th 1420th 1421st 1422nd 1423rd 1424th 1425th 1426th 1427th 1428th 1429th 1430th 1431st 1432nd 1433rd 1434th 1435th 1436th 1437th 1438th 1439th 1440th 1441st 1442nd 1443rd 1444th 1445th 1446th 1447th 1448th 1449th 1450th 1451st 1452nd 1453rd 1454th 1455th 1456th 1457th 1458th 1459th 1460th 1461st 1462nd 1463rd 1464th 1465th 1466th 1467th 1468th 1469th 1470th 1471st 1472nd 1473rd 1474th 1475th 1476th 1477th 1478th 1479th 1480th 1481st 1482nd 1483rd 1484th 1485th 1486th 1487th 1488th 1489th 1490th 1491st 1492nd 1493rd 1494th 1495th 1496th 1497th 1498th 1499th 1500th 1501st 1502nd 1503rd 1504th 1505th 1506th 1507th 1508th 1509th 1510th 1511st 1512nd 1513th 1514th 1515th 1516th 1517th 1518th 1519th 1520th 1521st 1522nd 1523rd 1524th 1525th 1526th 1527th 1528th 1529th 1530th 1531st 1532nd 1533rd 1534th 1535th 1536th 1537th 1538th 1539th 1540th 1541st 1542nd 1543rd 1544th 1545th 1546th 1547th 1548th 1549th 1550th 1551st 1552nd 1553rd 1554th 1555th 1556th 1557th 1558th 1559th 1560th 1561st 1562nd 1563rd 1564th 1565th 1566th 1567th 1568th 1569th 1570th 1571st 1572nd 1573rd 1574th 1575th 1576th 1577th 1578th 1579th 1580th 1581st 1582nd 1583rd 1584th 1585th 1586th 1587th 1588th 1589th 1590th 1591st 1592nd 1593rd 1594th 1595th 1596th 1597th 1598th 1599th 1600th 1601st 1602nd 1603rd 1604th 1605th 1606th 1607th 1608th 1609th 1610th 1611st 1612nd 1613th 1614th 1615th 1616th 1617th 1618th 1619th 1620th 1621st 1622nd 1623rd 1624th 1625th 1626th 1627th 1628th 1629th 1630th 1631st 1632nd 1633rd 1634th 1635th 1636th 1637th 1638th 1639th 1640th 1641st 1642nd 1643rd 1644th 1645th 1646th 1647th 1648th 1649th 1650th 1651st 1652nd 1653rd 1654th 1655th 1656th 1657th 1658th 1659th 1660th 1661st 1662nd 1663rd 1664th 1665th 1666th 1667th 1668th 1669th 1670th 1671st 1672nd 1673rd 1674th 1675th 1676th 1677th 1678th 1679th 1680th 1681st 1682nd 1683rd 1684th 1685th 1686th 1687th 1688th 1689th 1690th 1691st 1692nd 1693rd 1694th 1695th 1696th 1697th 1698th 1699th 1700th 1701st 1702nd 1703rd 1704th 1705th 1706th 1707th 1708th 1709th 1710th 1711st 1712nd 1713th 1714th 1715th 1716th 1717th 1718th 1719th 1720th 1721st 1722nd 1723rd 1724th 1725th 1726th 1727th 1728th 1729th 1730th 1731st 1732nd 1733rd 1734th 1735th 1736th 1737th 1738th 1739th 1740th 1741st 1742nd 1743rd 1744th 1745th 1746th 1747th 1748th 1749th 1750th 1751st 1752nd 1753rd 1754th 1755th 1756th 1757th 1758th 1759th 1760th 1761st 1762nd 1763rd 1764th 1765th 1766th 1767th 1768th 1769th 1770th 1771st 1772nd 1773rd 1774th 1775th 1776th 1777th 1778th 1779th 1780th 1781st 1782nd 1783rd 1784th 1785th 1786th 1787th 1788th 1789th 1790th 1791st 1792nd 1793rd 1794th 1795th 1796th 1797th 1798th 1799th 1800th 1801st 1802nd 1803rd 1804th 1805th 1806th 1807th 1808th 1809th 1810th 1811st 1812nd 1813th 1814th 1815th 1816th 1817th 1818th 1819th 1820th 1821st 1822nd 1823rd 1824th 1825th 1826th 1827th 1828th 1829th 1830th 1831st 1832nd 1833rd 1834th 1835th 1836th 1837th 1838th 1839th 1840th 1841st 1842nd 1843rd 1844th 1845th 1846th 1847th 1848th 1849th 1850th 1851st 1852nd 1853rd 1854th 1855th 1856th 1857th 1858th 1859th 1860th 1861st 1862nd 1863rd 1864th 1865th 1866th 1867th 1868th 1869th 1870th 1871st 1872nd 1873rd 1874th 1875th 1876th 1877th 1878th 1879th 1880th 1881st 1882nd 1883rd 1884th 1885th 1886th 1887th 1888th 1889th 1890th 1891st 1892nd 1893rd 1894th 1895th 1896th 1897th 1898th 1899th 1900th 1901st 1902nd 1903rd 1904th 1905th 1906th 1907th 1908th 1909th 1910th 1911st 1912nd 1913th 1914th 1915th 1916th 1917th 1918th 1919th 1920th 1921st 1922nd 1923rd 1924th 1925th 1926th 1927th 1928th 1929th 1930th 1931st 1932nd 1933rd 1934th 1935th 1936th 1937th 1938th 1939th 1940th 1941st 1942nd 1943rd 1944th 1945th 1946th 1947th 1948th 1949th 1950th 1951st 1952nd 1953rd 1954th 1955th 1956th 1957th 1958th 1959th 1960th 1961st 1962nd 1963rd 1964th 1965th 1966th 1967th 1968th 1969th 1970th 1971st 1972nd 1973rd 1974th 1975th 1976th 1977th 1978th 1979th 1980th 1981st 1982nd 1983rd 1984th 1985th 1986th 1987th 1988th 1989th 1990th 1991st 1992nd 1993rd 1994th 1995th 1996th 1997th 1998th 1999th 2000th 2001st 2002nd 2003rd 2004th 2005th 2006th 2007th 2008th 2009th 2010th 2011st 2012nd 2013th 2014th 2015th 2016th 2017th 2018th 2019th 2020th 2021st 2022nd 2023rd 2024th 2025th 2026th 2027th 2028th 2029th 2030th 2031st 2032nd 2033rd 2034th 2035th 2036th 2037th 2038th 2039th 2040th 2041st 2042nd 2043rd 2044th 2045th 2046th 2047th 2048th 2049th 2050th 2051st 2052nd 2053rd 2054th 2055th 2056th 2057th 2058th 2059th 2060th 2061st 2062nd 2063rd 2064th 2065th 2066th 2067th 2068th 2069th 2070th 2071st 2072nd 2073rd 2074th 2075th 2076th 2077th 2078th 2079th 2080th 2081st 2082nd 2083rd 2084th 2085th 2086th 2087th 2088th 2089th 2090th 2091st 2092nd 2093rd 2094th 2095th 2096th 2097th 2098th 2099th 2100th 2101st 2102nd 2103rd 2104th 2105th 2106th 2107th 2108th 2109th 2110th 2111st 2112nd 2113th 2114th 2115th 2116th 2117th 2118th 2119th 2120th 2121st 2122nd 2123rd 2124th 2125th 2126th 2127th 2128th 2129th 2130th 2131st 2132nd 2133rd 2134th 2135th 2136th 2137th 2138th 2139th 2140th 2141st 2142nd 2

9. When will you complete your current enlistment, INCLUDING ANY EXTENSIONS YOU HAVE NOW?

Less than 3 months.....1  
 At least 3 months but less than 6 months.....2  
 At Least 6 months but less than 9 months.....3  
 At Least 9 months but less than 12 months.....4  
 At Least 1 year but less than 2 years.....5  
 At Least 2 years but less than 3 years.....6  
 At Least 3 years or more.....7

Variable Name: Q9

Flag: F9

Tape Position: 34-35

Codes: 01 - 07 As above  
 -1 Missing

10. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tours.

YEARS   
 and   
 MONTHS

Variable Name: Q10

Tape Position: 36-38

Codes: 001 - 420 Number of months in military  
 -1 Missing  
 -4 Incomplete data entered by R; and if Q10 000 months or Q10 > 420 months, then Q10 = -4.

NOTE: Respondents were instructed to record the number of years and months of active military service; however, in processing the data, the length of active duty service was converted to MONTHS. If respondents recorded incomplete data in a scan grid because of left justify numeric problems, i.e. in a two character field, one number is entered in the left most response position and nothing is entered in the remaining position, then XV12 = 1, Tape Position 556.

11. When you finally leave the military, how many total years of service do you expect to have?

Variable Name: Q11

Flag: F11

Tape Position: 39-40

Codes: 00 - 99 Total years in military  
 -1 Missing  
 -4 Incomplete data entered by k,  
 or out-of-range.

12. When you finally leave the military, what pay grade do you think you will have? Mark one.

ENLISTED GRADES: E1 E2 E3 E4 E5 E6 E7 E8 E9

WARRANT GRADES: W1 W2 W3 W4

Variable Name: Q12

Flag: F12

Tape Position: 41-42

Codes: 01 E1  
 02 E2  
 03 E3  
 04 E4  
 05 E5  
 06 E6  
 07 E7  
 08 E8  
 09 E9  
 11 W1  
 12 W2  
 13 W3  
 14 W4  
 -1 Missing

NOTE: If more than one enlisted grade was marked, the highest grade was selected. If both enlisted and warrant grade were marked, enlisted grade was selected. If highest or enlisted grade were selected, then Variable XV5 = 1, Tape Position 549.

13. If you left the service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job? DO NOT INCLUDE FRINGE BENEFITS IN YOUR ESTIMATE.

EXPECTED ANNUAL  
CIVILIAN EARNINGS

\$

o I don't know what I can earn in  
civilian life. = -8

Variable Name: Q13

Tape Position: 43-47

Codes: 00000-99999 Expected annual civilian earnings  
-8 Don't Know  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range.

### III. MILITARY RETIREMENT SYSTEM

14. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service--under the current retirement system, what percent of your basic pay would you receive as retirement pay?

%

Variable Name: Q14

Tape Position: 48-49

Codes: 00 - 99 Percent of basic pay at retirement  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range.

15. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active service. This new plan would provide the following retirement benefits:

- o People with 10 to 29 years of service would receive full retirement pay which would begin at age 60.
- o People with 20 to 29 years of service would also receive partial retirement pay from the time they left the service until they reached age 60, when full benefits would begin.
- o People with 30 years of service would receive full retirement pay starting immediately upon retirement.

If the benefits shown below had been available at the time you first entered active service, how many total years would you have planned to serve in the military?

#### DIFFERENT MILITARY RETIREMENT PLAN

YEARS OF SERVICE	AMOUNT OF BASIC PAY YOU WOULD RECEIVE AS RETIREMENT BENEFITS FROM THE TIME YOU RETIRED UNTIL AGE 60	AMOUNT OF BASIC PAY YOU WOULD RECEIVE AS RETIREMENT BENEFITS AFTER AGE 60
Less than 10	0%	0%
10	0%	25.0%
11	0%	27.5%
12	0%	30.0%
13	0%	32.5%
14	0%	35.0%
15	0%	37.5%
16	0%	40.0%
17	0%	42.5%
18	0%	45.0%
19	0%	47.5%
20	25%	50.0%
21	27%	52.5%
22	30%	55.0%
23	34%	57.5%
24	39%	60.0%
25	44%	62.5%
26	50%	65.0%
27	57%	67.5%
28	63%	70.0%
29	69%	72.5%
30	75%	75.0%

A. UNDER THIS PLAN, I WOULD HAVE PLANNED TO SERVE:

EXPECTED YEARS OF SERVICE


Variable Name: Q15A

Tape Position: 50-51

Codes: 00 - 99 As above  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range.

NOTE: Some respondents entered "00" years as a protest against the "new retirement plan" indicating they would not be willing to serve any years under the plan described in Q15A. Since it was anticipated that some respondents would not want to serve any years under the new plan, the format allowed any response between 00-99 years. The instructions did not tell respondents to use the 00 year option.

B. If you had served the number of years you entered in Q15A, what pay grade do you think you would have had when you left the military?

ENLISTED GRADES: E1 E2 E3 E4 E5 E6 E7 E8 E9

WARRANT GRADES: W1 W2 W3 W4

Variable Name: Q15B

Tape Position: 52-53

Codes:	01	E1
	02	E2
	03	E3
	04	E4
	05	E5
	06	E6
	07	E7
	08	E8
	09	E9
	11	W1
	12	W2
	13	W3
	14	W4
	-1	Missing

Note: If more than one enlisted grade was marked, the highest grade was selected. If both enlisted and warrant grade the enlisted grade was selected. If highest or enlisted grade was selected, then Variable XV6 = 1, Tape Position 550.

16. If you had a choice, which military retirement plan would you choose?

Military Retirement Plan described in Q15.....1  
Current Military Retirement Plan.....2

Variable Name: Q16

Tape Position: 54-55

Codes: 01 Retirement plan in Q15  
02 Current retirement plan  
-1 Missing

### III. INDIVIDUAL CHARACTERISTICS

17. Are you male or female?

Male.....1  
Female.....2

Variable Name: Q17

Flag: F17

Tape Position: 56-57

Codes: 01 Male  
02 Female  
-1 Missing



18. How old were you on your last birthday?

AGE LAST BIRTHDAY


Variable Name: Q18

Flag: F18

Tape Position: 58-59

Codes: 16 - 65 Age last birthday  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range.

19. When you FIRST ENTERED ACTIVE SERVICE, how old were you?

AGE AT ENTRY


Variable Name: Q19

Flag: F19

Tape Position: 60-61

Codes: 16 - 65 Age at entry  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range.

20. In what state or foreign country were you living WHEN YOU WERE 16 YEARS OLD? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 AND ENTER THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER IN THE SPACE BELOW.

NAME OF RESIDENCE AT AGE 16

CODE


Variable Name: Q20

Tape Position: 62-63

Codes: 01 - 74 See Q7 codes  
-1 Missing

-4 Incomplete data entered by R; and if Q20=00  
or Q20 > 74, then Q20=-4

NOTE: Respondents were instructed to use the list of state/foreign country codes listed in Q7 (e.g., 01-74). The only valid codes are 01-74, as shown in Q7.

21. In what state or foreign country does your *immediate* family live NOW? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 AND ENTER THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER IN THE SPACE BELOW.

CURRENT LOCATION OF IMMEDIATE FAMILY

CODE


Variable Name: Q21

Tape Position: 64-65

Codes: 01 - 74 See Q7  
-1 Missing

-4 Incomplete data entered by R and if Q21=00  
or Q21 > 74, then Q21=-4.

NOTE: Respondents were instructed to use the list of state/foreign country codes listed in Q7 (e.g., 01-74). The only valid codes are 01-74, as shown in Q7.

22. In what type of place were you living WHEN YOU WERE 16 YEARS OLD?

MARK ONE CATEGORY THAT COMES CLOSEST TO THAT TYPE OF PLACE.

In a large city (over 250,000).....1  
 In a suburb of a large city.....2  
 In a medium-size city (50,000-250,000)...3  
 In a suburb of a medium-sized city.....4  
 In a small city or town (under 50,000)...5  
 On a farm or ranch.....6  
 In a rural area, but not on a farm  
 or ranch.....7

Variable Name Q22

Tape Position: 66-67

Codes: 01 - 07 As above  
 -1 Missing

23. What do you consider to be your main racial or ethnic group?

Mark One

Afro-American/Black/Negro.....1  
 American Indian/Alaskan Native.....2  
 Hispanic/Puerto Rican/Mexican/Cuban/  
 Latin/Chicano/Other Spanish.....3  
 Oriental/Asian/Chinese/Japanese/  
 Korean/Filipino/Pacific Islander.....4  
 White/Caucasian.....5  
 Other.....6

Specify: \_\_\_\_\_

Variable Name: Q23

Flag: F23

Tape Position: 68-69

Codes: 01 - 06 As above  
 -1 Missing

24. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status?

Married.....	1
Widowed.....	2
Divorced.....	3
Separated.....	4
Single, Never Married.....	5

Variable Name: Q24

Flag: F24

Tape Position: 70-71

Codes: 01 - 05 As above  
-1 Missing

25. What is your marital status NOW?

Married.....	1
Widowed.....	2
Divorced.....	3
Separated.....	4
Single, Never Married.....	5

Variable Name: Q25

Flag: F25

Tape Position: 72-73

Codes: 01 - 05 As above  
-1 Missing

NOTE: QUESTIONS 26-27 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q25), then the R should NOT answer Q26-Q27.
- If the respondent is MARRIED (See Q25), then the R should ANSWER Q26-Q27.

\*IF YOU ARE NOT MARRIED NOW, GO TO Q29.\*

26. How many years have you been married to your current spouse?

o Less than one year.....00

# YEARS MARRIED


Variable Name: Q26

Flag: F26

Tape Position: 74-75

Codes:	00	Married less than one year
	01 - 99	Number years married
	-1	Missing
	-2	Illegal
	-3	Not Applicable; R is not married
	-4	Incomplete data entered by R, or out-of-range

27. How old was your spouse on his or her last birthday?

SPOUSE'S AGE


Variable Name: Q27

Tape Position: 76-77

Codes:	00 - 99	Spouse's age
	-1	Missing
	-3	Not Applicable; R is not married
	-4	Incomplete data entered by R, or out-of-range

NOTE: QUESTION 28 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q25), then the R should NOT answer Q28.
- If the respondent is MARRIED (See Q25), then the R should ANSWER Q28.

28. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for?  
Mark one.

ELEMENTARY GRADES:            1st   2nd   3rd   4th   5th   6th   7th   8th

HIGH SCHOOL GRADES:        9th   10th   11th   12th (include GED)

COLLEGE-YEARS OF CREDIT:   1    2    3    4    5    6    7    8 or more

Variable Name: Q28

Tape Position: 78-79

Codes:	01	1st
	02	2nd
	03	3rd
	04	4th
	05	5th
	06	6th
	07	7th
	08	8th
	09	9th
	10	10th
	11	11th
	12	12th
	13	1 college
	14	2 college
	15	3 college
	16	4 college
	17	5 college
	18	6 college
	19	7 college
	20	8 or more
	-1	Missing
	-3	Not Applicable; R is not married

NOTE: If more than one grade was marked, the highest grade was selected.  
If highest grade was selected, then Variable XV7 = 1, Tape Position 551.

29. AS OF TODAY, what is the highest grade or year of regular school or college you have COMPLETED and GOTTEN CREDIT for? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q29

Flag: F29

Tape Position: 80-81

Codes:	01	1st
	02	2nd
	03	3rd
	04	4th
	05	5th
	06	6th
	07	7th
	08	8th
	09	9th
	10	10th
	11	11th
	12	12th
	13	1 year college
	14	2 years college
	15	3 years college
	16	4 years college
	17	5 years college
	18	6 years college
	19	7 years college
	20	8 or more years of college
	-1	Missing

NOTE: If more than one grade is marked, the highest grade was selected. If highest grade was selected, then Variable XV8 = 1, Tape Position 552

30. Do you have a GED certificate or a high school diploma?

I have a GED certificate.....	1
I have a high school diploma.....	2
I do not have a GED certificate or high school diploma.....	3

Variable Name: Q30

Tape Position: 82-83

Codes:	01 - 03	As above
	-1	Missing

NOTE: If a respondent marked more than one response in Q30 (e.g. both code for GED and high school diploma), then the contractor assigned -1 to the question. It appears as though some people (n=192) may have originally marked both the GED and high school category; however the exact response cannot be reconstructed because code -1 replaced the original response. If it is possible for respondents to have both diplomas, future surveys should permit more than one response.

Please answer the next few questions about the male and female guardians that you lived with most of the time you were growing up, if you did not live with your own mother and father.

31. What is the highest grade or year of regular school or college that your FATHER (or MALE GUARDIAN) has completed and gotten credit for? Mark one

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q31

Tape Position: 84-85

Codes:	01	1st
	02	2nd
	03	3rd
	04	4th
	05	5th
	06	6th
	07	7th
	08	8th
	09	9th
	10	10th
	11	11th
	12	12th
	13	1 year college
	14	2 years college
	15	3 years college
	16	4 years college
	17	5 years college
	18	6 years college
	19	7 years college
	20	8 or more years of college
	-1	Missing

NOTE: If more than one grade was marked, the highest grade was selected.  
If highest grade was selected, then Variable XV9 = 1, Tape  
Position 553.



32. What is the highest grade or year of regular school or college that your MOTHER (or FEMALE GUARDIAN) has completed and gotten credit for? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: 32

Tape Position: 86-87

Codes:	01	1st
	02	2nd
	03	3rd
	04	4th
	05	5th
	06	6th
	07	7th
	08	8th
	09	9th
	10	10th
	11	11th
	12	12th
	13	1 year college
	14	2 years college
	15	3 years college
	16	4 years college
	17	5 years college
	18	6 years college
	19	7 years college
	20	8 or more years of college
	-1	Missing

NOTE: If more than one grade was marked, the highest grade was selected.  
If highest grade was selected, then Variable XV10 = 1, Tape  
Position 554.

33. How many dependents do you have? Do not include yourself or your spouse.

None    1    2    3    4    5    6    7    8    9    10 or more

\*IF NONE, GO TO Q35.\*

Variable Name: Q33

Tape Position: 88-89

Codes:    00 - 09    Dependents  
           10        10 or More Dependents  
           -1        Missing

NOTE: If more than one number was marked, the lowest number was selected.  
 If lowest number was selected, then Variable XV11 = 1, Tape Position 555.

NOTE: QUESTION 34 ON NEXT PAGE IS NOT ANSWERED BY ALL RESPONDENTS

- If the respondent does NOT have any dependents (See Q33) (R and spouse are not counted as dependents), then Q34 should NOT be answered.
- If the respondent does have ONE OR MORE DEPENDENTS (See Q33) (R and spouse are not counted as dependents), then Q34 should be answered.
- Question 34 contains a series of questions about each dependent (up to 6 maximum, starting with the youngest if R has more than 6). Therefore, Q34 was treated as 24 separate variables -- Q34A-Q34X which contain data about all dependents (up to 6).

Variables Q34A-Q34D: Contain data about the 1st dependent.

Variables Q34E-Q34H: Contain data about the 2nd dependent OK should be legitimately blank if the R only has ONE DEPENDENT (See Q33).

Variables Q34I-Q34L: Contain data about the 3rd dependent OK should be legitimately blank if the R only has ONE OR TWO DEPENDENTS (See Q33).

Variables Q34M-Q34P: Contain data about the 4th dependent OK should be legitimately blank if the R only has ONE, TWO, OR THREE DEPENDENTS (See Q33).

Variables Q34Q-Q34T: Contain data about the 5th dependent OK should be legitimately blank if the R only has ONE, TWO, THREE OR FOUR DEPENDENTS (See Q33).

Variables Q34U-Q34X: Contain data about the 6th dependent OK should be legitimately blank if the R only has ONE, TWO, THREE, FOUR, OR FIVE DEPENDENTS (See Q33).

NOTE: Refer to note on preceding page.

ANSWER THIS PAGE ONLY IF YOU COUNTED DEPENDENTS IN Q33.

34. Please record the following information about each dependent counted IN Q33.

- A. What is the person's relationship to you?  
 B. Is the person male or female?  
 C. How old was the person on his or her last birthday? If less  
than 1 year old, enter '00'.  
 D. Is the person at your current location?

Fill in the appropriate spaces below for each of your dependents.  
 Start by recording information about all children, then each adult.  
 There is space for up to six dependents. If there are more, just  
 list the six YOUNGEST dependents.

1	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
2	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
3	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
4	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
5	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
6	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		

NOTE: QN34 was treated as 24 separate variables--Q34A -Q34X as explained below. Refer to note before Question 34.

<u>Variable Name</u>	<u>Content</u>	<u>Flag</u>	<u>Tape Position</u>
Q34A	Relationship (1st Dep.)	F34A	90-91

Codes:	01	Child-stepchild
	02	Parent, In-law
	03	Other Relative
	-1	Missing
	-3	Not Applicable, R Does Not Have This Dependent

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q34B	Sex (1st Dep.)	92-93

Codes:	01	Male
	02	Female
	-1	Missing
	-3	Not Applicable, R Does Not Have This Dependent

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q34C	Age (1st Dep.)	94-95

Codes:	00	Less Than 1 Year Old
	01-99	Age
	-1	Missing
	-3	Not Applicable; R Does Not Have This Dependent
	-4	Incomplete data entered by R, or out-of-range

<u>Variable Name</u>	<u>Content</u>	<u>Flag</u>	<u>Tape Position</u>
Q34D	At Current Location (1st Dep.)		96-97

Codes:	00	No, dependent is not at my current location
	01	Yes, dependent is at my current location
	-1	Missing * See note for Q34D
	-3	Not Applicable, R Does Not Have This Dependent

SPECIAL NOTE FOR Q34D: It appears as though many respondents did not answer the question about the "Location of each dependent". This "missing data" may result from the questionnaire format (See optical scan questionnaire). In examining the printed questionnaire, it is important to note that within each DEPENDENT BOX, the sub-items A, B, and C follow from left to right, and the age column goes down to the lower right of the block, which may have lead some respondents to think that they had completed the questions about the specific respondent.

NOTE: Refer to note before Question 34.

<u>Variable Name</u>	<u>Content</u>	<u>Flag</u>	<u>Tape Position</u>
Q34E	2nd Dep - Relationship		98-99
Q34F	2nd Dep - Sex		100-101
Q34G	2nd Dep - Age		102-103
Q34H	2nd Dep - At current location		104-105
Q34I	3rd Dep - Relationship		106-107
Q34J	3rd Dep - Sex		108-109
Q34K	3rd Dep - Age		110-111
Q34L	3rd Dep - At current location		112-113
Q34M	4th Dep - Relationship		114-115
Q34N	4th Dep - Sex		116-117
Q34O	4th Dep - Age		118-119
Q34P	4th Dep - At current location		120-121
Q34Q	5th Dep - Relationship		122-123
Q34R	5th Dep - Sex		124-125
Q34S	5th Dep - Age		126-127
Q34T	5th Dep - At current location		128-129
Q34U	6th Dep - Relationship		130-131
Q34V	6th Dep - Sex		132-133
Q34W	6th Dep - Age		134-135
Q34X	6th Dep - At current location		136-137

Codes for Q34E - Q34X:

Q34E, Q34I, Q34M, Q34Q, Q34U - Same as Q34A  
 Q34F, Q34J, Q34N, Q34R, Q34V - Same as Q34B  
 Q34G, Q34K, Q34O, Q34S, Q34W - Same as Q34C  
 Q34H, Q34L, Q34P, Q34T, Q34X - Same as Q34D

35. Are you accompanied by your spouse at your present permanent post, base or duty station?

Does not apply, I don't have a spouse (Go to Q37)00

No, I am not accompanied because my spouse is not authorized at this location.....01

No, I am not accompanied for other reasons.....02

Yes, I am accompanied by my spouse .....03

\*IF YOU ARE NOT ACCOMPANIED BY YOUR SPOUSE, GO TO Q37\*

Variable Name: Q35

Tape Position: 138-139

Codes:	01 - 03	See above
	00	Don't have spouse
	-1	Missing

NOTE: QUESTION 36 IS NOT ANSWERED BY ALL RESPONDENTS

- If a respondent does NOT HAVE A SPOUSE (See Q25), then Q36 should NOT be answered.
- If a respondent is married (See Q25) but the SPOUSE was NOT AUTHORIZED at the location, then Q36 should NOT be answered.
- If a respondent is married (See Q25) but the SPOUSE DID NOT ACCOMPANY THE R FOR OTHER REASONS, then Q36 should NOT be answered.
- If a respondent is MARRIED (See Q25) and the SPOUSE ACCOMPANIED the R to the present location, then Q36 should be answered.

\*IF YOU ARE NOT ACCOMPANIED BY YOUR SPOUSE, GO TO Q37 \*

36. Did your command sponsor your spouse and/or dependents at your present location?

Yes.....1  
No.....0

Variable Name: Q36

Tape Position: 140-141

Codes:	01	Yes
	00	No
	-1	Missing
	-2	Illegal
	-3	Not Applicable; Spouse Did Not Accompany R to Present Location or R's not married.

37. What was your family's TOTAL INCOME, before taxes and other deductions, for all of 1978? Include yours and your spouse's military and civilian wages and salaries, interest, dividends, social security or retirement benefits, unemployment compensation, alimony, child support and any other sources of income.

TOTAL FAMILY  
INCOME--1978


Variable Name: Q37

Tape Position: 142-146

Codes:	00000-99999	See above
	-1	Missing
	-4	Incomplete data entered by R, or out-of-range



## IV. MILITARY EXPERIENCE OF FAMILY MEMBERS

38. How many members of your immediate family have ever served on active duty in the military? Please count your Father (or male guardian), your Mother (or female guardian), any of your Children and your Brothers or Sisters. Do not count other relatives.

None    1    2    3    4    5    6    7    8    9    10 or more

\*IF NONE, GO TO Q40.\*

Variable Name: Q38

Tape Position: 147-148

Codes:	00	None
	01	1
	02	2
	03	3
	04	4
	05	5
	06	6
	07	7
	08	8
	09	9
	10	10 or more
	-1	Missing

NOTE: QUESTION 39 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent does NOT have any FAMILY MEMBERS WHO HAVE SERVED IN THE MILITARY (See Q38), then Q39 should NOT be answered.
- If the respondent does have ONE OR MORE FAMILY MEMBERS WHO HAVE SERVED IN THE MILITARY (See Q38), then Q39 should be answered
- Question 39 contains a series of questions about the military experience of each family member (up to 4) who has served in the military (past/now). If there are more than 4 information is recorded about only four in this order: Parents-Children-Brothers and Sisters.

Question 39 was treated as 24 separate variables Q39A-Q39X, as follows:

Variables 39A-Q39F: Contain data about the 1st family member.

Variables 39G-Q39L: Contain data about the 2nd family member. OR should be legitimately blank if the R only had ONE FAMILY MEMBER WITH MILITARY EXPERIENCE (See Q38)

Variables 39M-Q39R: Contain data about the 3rd family member. OR should be legitimately blank if the R only had ONE OR TWO FAMILY MEMBERS WITH MILITARY EXPERIENCE (See Q38)

Variables 39S-Q39X: Contain data about the 4th family member. OR should be legitimately blank if the R only had ONE, TWO, OR THREE FAMILY MEMBERS WITH MILITARY EXPERIENCE (See Q38)

NOTE: Refer to note on preceding page.

ANSWER THIS PAGE ONLY IF MEMBERS OF YOUR IMMEDIATE FAMILY HAVE SERVED IN THE MILITARY.

39. Please record the following information about EACH member of your immediate family who has served in the military.

- A. What is the person's relationship to you?  
 B. In what service does (or did) the person serve? Circle all that apply.  
 C. How many total years of service does (or did) the person have?
- o There is space for up to 4 family members. If there are more record information about only 4 in this order: Parents--Children--Brothers and Sisters--Parents--Children--Brothers and Sisters.

A. Relationship to You:      B. Service:      C. Years of Service:

(Circle All That Apply)

Person	Relationship to You	Service	Years of Service
1	Father/male guardian...1	Army...2	Less than 4 years...1
	Mother/female guardian...2	Navy...3	4-9 years...2
	Child...3	Marine Corps...4	10-19 years...3
	Brother...4	Air Force...5	20 or more years...4
	Sister...5		
2	Father/male guardian...1	Army...2	Less than 4 years...1
	Mother/female guardian...2	Navy...3	4-9 years...2
	Child...3	Marine Corps...4	10-19 years...3
	Brother...4	Air Force...5	20 or more years...4
	Sister...5		
3	Father/male guardian...1	Army...2	Less than 4 years...1
	Mother/female guardian...2	Navy...3	4-9 years...2
	Child...3	Marine Corps...4	10-19 years...3
	Brother...4	Air Force...5	20 or more years...4
	Sister...5		
4	Father/male guardian...1	Army...2	Less than 4 years...1
	Mother/female guardian...2	Navy...3	4-9 years...2
	Child...3	Marine Corps...4	10-19 years...3
	Brother...4	Air Force...5	20 or more years...4
	Sister...5		

N.T. QN 39 was treated as 14 separate variables as explained on the next two pages.

NOTE: Refer to note before Question 39.

Variable Name	Content	Flag:	Tape Position
Q39A	1st Relative: Relationship to R	F39A	149-150
Q39B	1st Relative: Served in Army		151-152
Q39C	1st Relative: Served in Navy		153-154
Q39D	1st Relative: Served in Marines		155-156
Q39E	1st Relative: Served in Air Force		157-158
Q39F	1st Relative: Years of Military Service		159-160

Codes for Q39A:

01 Father/M. Guardian  
 02 Mother/F. Guardian  
 03 Child  
 04 Brother  
 05 Sister  
 -1 Missing  
 -3 Not Applicable; R does not have this relative with Military Experience

Codes for Q39B, Q39C, Q39D, Q39E:

01 Service Marked  
 00 Service Not Marked; R marked at least one service branch in Q39B-Q39E.  
 -3 Not Applicable; R Does Not Have This Relative with Military Experience  
 -1 Missing data in all sub-items Q39B-Q39E.

Codes for Q39F:

01 Served Less than 4 years  
 02 Served 4-9 years  
 03 Served 10-19 years  
 04 Served 20 or more years  
 -1 Missing  
 -3 Not Applicable; R Does Not Have This Relative With Military Experience

Variable Name	Content	Tape Position
Q39G	2nd Relative: Relationship to R	161-162
Q39H	2nd Relative: Served in Army	163-164
Q39I	2nd Relative: Served in Navy	165-166
Q39J	2nd Relative: Served in Marines	167-168
Q39K	2nd Relative: Served in Air Force	169-170
Q39L	2nd Relative: Years of Military Service	171-172

Codes for Q39G-Q39L: See codes for 1st relative (Q39A through Q39F).

NOTE: Refer to note before Question 39.

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q39M	3rd Relative: Relationship to R	173-174
Q39N	3rd Relative: Served in Army	175-176
Q39O	3rd Relative: Served in Navy	177-178
Q39P	3rd Relative: Served in Marines	179-180
Q39Q	3rd Relative: Served in Air Force	181-182
Q39R	3rd Relative: Years of Military Service	183-184

Codes for Q39M-Q39R: See codes for 1st relative (Q39A through Q39F).

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q39S	4th Relative: Relationship to R	185-186
Q39T	4th Relative: Served in Army	187-188
Q39U	4th Relative: Served in Navy	189-190
Q39V	4th Relative: Served in Marines	191-192
Q39W	4th Relative: Served in Air Force	193-194
Q39X	4th Relative: Years of Military Service	195-196

Codes for Q39S-Q39X: See codes for 1st relative (Q39A through Q39F).

## V. CURRENT MILITARY ASSIGNMENT

40. As of today, how many months have you been assigned to your present permanent post, base or duty station? Please include any extensions you may have had.

# MONTHS

--	--

Variable Name: Q40

Tape Position: 197-198

Codes: 00 - 99 Number of Months  
 -1 Missing  
 -2 Incomplete data entered by R,  
 or out-of-range

41. How much longer do you expect to be at your present location?

# MONTHS

--	--

Variable: Q41

Tape Position: 199-200

Codes: 00 - 99 Number of Months  
 -1 Missing  
 -2 Incomplete data entered by R,  
 or out-of-range

42. If you had a choice of extending your tour at your current location, how much longer would you stay there?

Does not apply. I don't have a specified  
tour length.....0

I would not extend my current tour.....1  
Stay 12 months beyond my tour.....2  
Stay 24 months beyond my tour.....3  
Stay 36 months beyond my tour.....4  
Stay 48 or more months beyond my tour.....5

Variable: Q42

Tape Position: 201-202

Codes: 00 - 05 See above  
-1 Missing

43. How much of a problem is each of the following at your current location?

	A SERIOUS PROBLEM	SOMEWHAT OF A PROBLEM	A SLIGHT PROBLEM	NOT A PROBLEM	DON'T KNOW
1. Lack of information	1	2	3	4	-8
2. Lack of resources	1	2	3	4	-8
3. Lack of personnel	1	2	3	4	-8
4. Lack of equipment	1	2	3	4	-8

	Tape Position
1. Lack of information	203-204
2. Lack of resources	205-206
3. Lack of personnel	207-208
4. Lack of equipment	209-210

44. How much of a problem is each of the following at your current location?

1	Serious Problem
2	Slight Problem
3	Not Problem
4	Don't Know
5	Missing

44. Think about your PCS move to your present permanent post, base or duty station. For each item below, indicate if it was a serious problem, somewhat of a problem, a slight problem or not a problem.

	A SERIOUS PROBLEM	SOMEWHAT OF A PROBLEM	A SLIGHT PROBLEM	NOT A PROBLEM	UNKNOWN	DO NOT ANSWER
Adjusting to a higher cost of living	1	2	3	4	5	
Moving and setting up a new household	1	2	3	4	5	-7
Paying for unreimbursed moving expenses	1	2	3	4	5	-7
Finding off-duty employment for yourself	1	2	3	4	5	-7
Finding civilian employment for your spouse or dependents	1	2	3	4	5	-7
Continuing your education	1	2	3	4	5	-7
Finding permanent housing	1	2	3	4	5	-7
Finding shopping areas, recreation facilities, etc.	1	2	3	4	5	-7
Children adjusting to new environment	1	2	3	4	5	-7
Spouse adjusting to new environment	1	2	3	4	5	-7
Adjusting yourself to new environment	1	2	3	4	5	-7



Variable Name:	Content:	Tape Position:
Q44A	Higher Cost Living	211-212
Q44B	Moving	213-214
Q44C	Moving Expenses	215-216
Q44D	Off Duty Work	217-218
Q44E	Work Spouse	219-220
Q44F	Education	221-222
Q44G	Housing	223-224
Q44H	Shopping	225-226
Q44I	Child Envir.	227-228
Q44J	Spouse Envir.	229-230
Q44K	Self Envir.	231-232

Codes For Q44A-Q44K:

01	Serious Problem
02	Somewhat Problem
03	Slight Problem
04	Not Problem
05	Don't Know
-7	Not Applicable; R Does Not Have a Spouse or Dependents or NA for Other Reason*
-1	Missing

Note: It appears as though respondents generally marked the "Don't Know" response if an item in the series did not apply, e.g.-- finding civilian employment for spouse. Only 1000 said "Doesn't Apply," but 6000 are unmarried.

45. When you moved to your current location, about how much money did you spend on moving expenses FOR WHICH YOU DID NOT OR WILL NOT GET PAID BACK? Include unreimbursed expenses for you or your dependents such as: travel, cost of temporary housing, cost of replacing items that were damaged or could not be moved; and all other expenses for moving and setting up a new residence.

Please provide your best estimate.

o None.....0000

UNREIMBURSED MOVING EXPENSES \$

Variable Name: Q45

Tape Position: 233-236

Codes:	0000	None
	0001-9999	Unreimbursed moving expenses
	-1	Missing
	-4	Incomplete data entered by R, or out-of-range

46. Before you moved to your current location,  
how many different location choices did you turn in?

None 1 2 3 4 5 or more

\*IF NONE, GO TO Q48.\*

Variable Name: Q46

Tape Position: 237-238

Codes:	00	None
	01	1
	02	2
	03	3
	04	4
	05	5 or more
	-1	Missing

NOTE: QUESTION 47 WAS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent did NOT turn in any location choices before moving to the current location, (See Q46) then Q47 should NOT be answered.
- If the respondent did turn in ONE OR MORE location choices before moving to the current location (See Q46), then Q47 SHOULD be answered.

47. When you moved to your current location, which location choice did you actually receive?

I was not assigned to any location of my choice = 0

1st 2nd 3rd 4th 5th or more

Variable Name: Q47

Tape Position: 239-247

Codes:	00	Not Assigned to Location of Choice
	01	1st
	02	2nd
	03	3rd
	04	4th
	05	5th or more
	-1	Missing
	-3	Not Applicable; R Did Not Turn in Any Location Choices

## VI. FUTURE PLANS

48. What are the chances that your next tour of duty will be in an undesirable location? Mark one.

o Does not apply, I plan to retire. = -7

No chance .....(0 in 10).....00  
 Very slight possibility ..(1 in 10).....01  
 Slight possibility .....(2 in 10).....02  
 Some possibility .....(3 in 10).....03  
 Fair possibility .....(4 in 10).....04  
 Fairly good possibility ..(5 in 10).....05  
 Good possibility .....(6 in 10).....06  
 Probable .....(7 in 10).....07  
 Very probable .....(8 in 10).....08  
 Almost sure .....(9 in 10).....09  
 Certain .....(10 in 10).....10  
 Don't know where I'll be assigned next.....-

Variable Name: Q48

Tape Position: 241-242

Codes: 00 - 10 As above  
 -7 Retire  
 - Don't know next assignment  
 -1 Missing

49. How likely are you to reenlist at the end of your current term of service? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. Mark one.

Does not apply, I plan to retire (Go to Q51) -7

No chance .....(0 in 10).....00  
 Very slight possibility .(1 in 10).....01  
 Slight possibility .....(2 in 10).....02  
 Some possibility .....(3 in 10).....03  
 Fair possibility .....(4 in 10).....04  
 Fairly good possibility .(5 in 10).....05  
 Good possibility .....(6 in 10).....06  
 Probable .....(7 in 10).....07  
 Very probable .....(8 in 10).....08  
 Almost sure .....(9 in 10).....09  
 Certain .....(10 in 10).....10  
 Don't know.....-8

Variable Name: Q49

Tape Position: 243-244

Codes:    00 - 10    As above  
          -7        Retire  
          -8        Don't know  
          -1        Missing

NOTE: QUESTION 50 IS NOT ANSWERED BY ALL RESPONDENTS

- If the respondent indicated in Q49 that he/she plans to RETIRE at the end of the current enlistment term, then Q50 should NOT be answered.
- If the respondent did NOT indicate in Q49 that he/she plans to retire at the end of the current term, then Q50 SHOULD be answered

50. How likely would you be to reenlist at the end of your current term if you could receive guaranteed training in a new career field? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. Mark one.

No chance . . . . .	(0 in 10) . . . . .	00
Very slight possibility . . . . .	(1 in 10) . . . . .	01
Slight possibility . . . . .	(2 in 10) . . . . .	02
Some possibility . . . . .	(3 in 10) . . . . .	03
Fair possibility . . . . .	(4 in 10) . . . . .	04
Fairly good possibility . . . . .	(5 in 10) . . . . .	05
Good possibility . . . . .	(6 in 10) . . . . .	06
Probable . . . . .	(7 in 10) . . . . .	07
Very probable . . . . .	(8 in 10) . . . . .	08
Almost sure . . . . .	(9 in 10) . . . . .	09
Certain . . . . .	(10 in 10) . . . . .	10
Don't know . . . . .		-8

Variable Name: Q50

Tape Position: 245-246

Codes:	00 - 10	As above
	-8	Don't know
	-1	Missing
	-3	Not Applicable; R Plans to Retire

## VII. PAST MILITARY ASSIGNMENTS

51. Below is a list of locations where military personnel in your service are currently assigned. Check the list for your service and mark each location where you have been assigned for SIX MONTHS OR LONGER.

ARMY LOCATIONS: MARK ALL THAT APPLY

- |                                       |                                  |                                                                       |
|---------------------------------------|----------------------------------|-----------------------------------------------------------------------|
| <input type="radio"/> 05 <u>ConUS</u> | <input type="radio"/> 02 Alaska  | <input type="radio"/> 19 Japan or Okinawa                             |
|                                       | <input type="radio"/> 03 Belgium | <input type="radio"/> 24 Panama Canal Zone                            |
|                                       | <input type="radio"/> 12 Germany | <input type="radio"/> 26 Portugal                                     |
|                                       | <input type="radio"/> 13 Greece  | <input type="radio"/> 27 South Korea                                  |
|                                       | <input type="radio"/> 15 Hawaii  | <input type="radio"/> 29 Turkey                                       |
|                                       | <input type="radio"/> 17 Iran    | <input type="radio"/> 30 United Kingdom                               |
|                                       | <input type="radio"/> 18 Italy   | <input type="radio"/> 31 Other overseas location,<br>not listed above |

NAVY LOCATIONS: MARK ALL THAT APPLY

- |                                              |                                        |                                                                       |
|----------------------------------------------|----------------------------------------|-----------------------------------------------------------------------|
| <input type="radio"/> 06 <u>ConUS Afloat</u> | <input type="radio"/> 02 Alaska        | <input type="radio"/> 18 Italy                                        |
| <input type="radio"/> 07 <u>ConUS Ashore</u> | <input type="radio"/> 04 Caribbean     | <input type="radio"/> 19 Japan or Okinawa                             |
|                                              | <input type="radio"/> 08 Diego Garcia  | <input type="radio"/> 25 Philippines                                  |
|                                              | <input type="radio"/> 11 Europe Afloat | <input type="radio"/> 26 Portugal                                     |
|                                              | <input type="radio"/> 14 Guam          | <input type="radio"/> 28 Spain                                        |
|                                              | <input type="radio"/> 15 Hawaii        | <input type="radio"/> 30 United Kingdom                               |
|                                              | <input type="radio"/> 16 Iceland       | <input type="radio"/> 31 Other overseas location,<br>not listed above |

MARINE CORPS LOCATIONS: MARK ALL THAT APPLY

- |                                              |                                           |                                                                       |
|----------------------------------------------|-------------------------------------------|-----------------------------------------------------------------------|
| <input type="radio"/> 06 <u>ConUS Afloat</u> | <input type="radio"/> 01 Africa           | <input type="radio"/> 19 Japan or Okinawa                             |
| <input type="radio"/> 07 <u>ConUS Ashore</u> | <input type="radio"/> 02 Alaska           | <input type="radio"/> 20 NATO Afloat                                  |
|                                              | <input type="radio"/> 04 Caribbean        | <input type="radio"/> 21 NATO Ashore                                  |
|                                              | <input type="radio"/> 09 East Asia Afloat | <input type="radio"/> 22 Near East                                    |
|                                              | <input type="radio"/> 10 Eastern Europe   | <input type="radio"/> 25 Philippines                                  |
|                                              | <input type="radio"/> 14 Guam             | <input type="radio"/> 27 South Korea                                  |
|                                              | <input type="radio"/> 15 Hawaii           | <input type="radio"/> 31 Other overseas location,<br>not listed above |

AIR FORCE LOCATIONS: MARK ALL THAT APPLY

- |                                       |                                            |                                                                       |
|---------------------------------------|--------------------------------------------|-----------------------------------------------------------------------|
| <input type="radio"/> 05 <u>ConUS</u> | <input type="radio"/> 02 Alaska            | <input type="radio"/> 25 Philippines                                  |
|                                       | <input type="radio"/> 12 Germany           | <input type="radio"/> 26 Portugal                                     |
|                                       | <input type="radio"/> 13 Greece            | <input type="radio"/> 27 South Korea                                  |
|                                       | <input type="radio"/> 14 Guam              | <input type="radio"/> 28 Spain                                        |
|                                       | <input type="radio"/> 15 Hawaii            | <input type="radio"/> 29 Turkey                                       |
|                                       | <input type="radio"/> 18 Italy             | <input type="radio"/> 30 United Kingdom                               |
|                                       | <input type="radio"/> 23 Netherlands       | <input type="radio"/> 31 Other overseas location,<br>not listed above |
|                                       | <input type="radio"/> 24 Panama Canal Zone |                                                                       |

QN51 was treated as 31 separate variables, one for each of the 31 locations listed below--Q51A - Q51EE as explained below.

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q51A	01 Africa	247-248
Q51B	02 Alaska	249-250
Q51C	03 Belgium	251-252
Q51D	04 Caribbean	253-254
Q51E	05 ConUS	255-256
Q51F	06 ConUS Sea	257-258
Q51G	07 ConUS Shore	259-260
Q51H	08 Diego Garcia	261-262
Q51I	09 E. Asia Sea	263-264
Q51J	10 E. Europe	265-266
Q51K	11 Europe Sea	267-268
Q51L	12 Germany	269-270
Q51M	13 Greece	271-272
Q51N	14 Guam	273-274
Q51O	15 Hawaii	275-276
Q51P	16 Iceland	277-278
Q51Q	17 Iran	279-280
Q51R	18 Italy	281-282
Q51S	19 Japan	283-284
Q51T	20 NATO Sea	285-286
Q51U	21 NATO Shore	287-288
Q51V	22 Near East	289-290
Q51W	23 Netherlands	291-292
Q51X	24 Panama	293-294
Q51Y	25 Philippines	295-296
Q51Z	26 Portugal	297-298
Q51AA	27 S. Korea	299-300
Q51BB	28 Spain	301-302
Q51CC	29 Turkey	303-304
Q51DD	30 U. Kingdom	305-306
Q51EE	31 Other	307-308



## Codes For Q51A-Q51EE:

- 01      Marked location
- 00      Did not mark this location but marked at least  
         one location in Q51A-Q51EE
- 1      Missing data in all sub-items in Q51A-Q51EE

NOTE: Question 51 was actually treated as a "Mark All That Apply" item; there are 31 separate variables, one for each of the 31 different military locations listed in Q51.

In examining "optical scan questionnaire", the user will see that four separate location lists, one for each Service, were provided for the respondent. Some of the locations appear on more than one Service listing; however, each service contains unique locations not provided on the other lists. The respondent was instructed to select locations where he/she had served (for 6 months or longer) from his/her own Service List. However, it was anticipated that some Respondents might use the wrong service listing. Therefore the following procedures were used:

- First, the codes assigned to service locations are the SAME ACROSS ALL SERVICES, e.g. on the printed questionnaire Alaska is code 02 in all four service lists. (Note: These codes also appear in Q52).
- Second, Code 01 was assigned to every location marked by R even if R selected locations from the wrong service listing.

It is also important to note that some respondents may have served in more than one service and could have legitimately marked locations which appear on another Service Listing.

In processing the item, Code 01 indicates that the R marked the location (even if he/she used the wrong service listing); Code 00 indicates that the R did not mark the specific location but that another location in the question series, Q51A-Q51EE was marked. Code -1 'Missing' is assigned only in those cases where the respondent left all of the location categories of the question BLANK.

52. Please review the overseas locations for your service Q51 and think about having to choose locations for your next overseas assignment. Consider Alaska and Hawaii as overseas locations. Do not include ConUS when you answer A and E below.

A.

If you were making a list, which three overseas locations would be your top choices? Record the name and two-digit code of your choice in Chart #1 below.

E.

Which three overseas locations would be at the bottom of your list? Record the name and two-digit code of the bottom three in Chart #2 below.

- o List your 1st choice in space A.    o List your LAST choice in space Z.  
 o List your 2nd choice in space B.    o List your NEXT-TO-LAST choice in space  
 o List your 3rd choice in space C.    o List your SECOND-TO-LAST choice in space

Chart #1

BEST OVERSEAS LOCATIONSNAMECODE #

A. 1st Choice: \_\_\_\_\_

B. 2nd Choice: \_\_\_\_\_

C. 3rd Choice: \_\_\_\_\_

Chart #2

WORST OVERSEAS LOCATIONSNAMECODE #

X. 2nd to Last Choice \_\_\_\_\_

Y. Next to Last Choice: \_\_\_\_\_

Z. Last Choice: \_\_\_\_\_

INSTRUCTIONS: Be sure you have recorded the name of the overseas location and its two digit identification number in the spaces above.

<u>Variable Name:</u>	<u>Content:</u>	<u>Flag:</u>	<u>Tape Position:</u>
Q52A	1st Choice Overseas Location	F52A	309-310
Q52B	2nd Choice Overseas Location	F52B	311-312
Q52C	3rd Choice Overseas Location	F52C	313-314
Q52X	2nd to Last Choice Overseas Location	F52X	315-316
Q52Y	Next to Last Choice Overseas Location	F52Y	317-318
Q52Z	Last Choice Overseas Location	F52Z	319-320

## Codes for Q52A-Q52Z:

- 01 - 31 Overseas location codes from QN51  
 02, 12, Foreign country codes from Q57  
 52 - 74  
     -1 Missing  
     -4 Incomplete data entered by R,  
         or out-of-range

- Note: (1) Respondents were instructed to use the list of overseas location codes (01-31) from QN51. The legitimate codes were 01-31. (Also refer to notes for Q51).
- (2) It appears as though some respondents used the wrong list of country codes which is provided in Q7. See chart below for a comparison of codes in Q7 and 51.

## Comparison of Overseas Codes in Q7 and Q51

WRONG LIST	CORRECT LIST
Question 7	Question 51
Foreign Country Codes	Foreign Country Codes
02 Alaska	02 Alaska (AK, NA, MC, AF)
12 Hawaii	15 Hawaii (AK, NA, MC, AF)
52 Africa	01 Africa (MC)*
53 Belgium	03 Belgium (AK, )
54 Caribbean	04 Caribbean (NA, MC)
55 Diego Garcia	08 Diego Garcia (NA, MC)
56 East Asia	09 Eastern Asia Affiliated MC
57 Eastern Europe	10 Eastern Europe (MC)
58 Germany	12 Germany (AK, AF)
59 Greece	13 Greece (Ar, AF)
60 Guam	14 Guam (NA, MC, AF)
61 Iceland	16 Iceland (NA)
62 Iran	17 Iran (AK)
63 Italy	18 Italy (AK, NA, AF)
64 Japan or Okinawa	19 Japan or Okinawa (AK, NA, MC)
65 Near East	22 Near East (MC)
66 Netherlands	23 Netherlands (AF)
67 Panama Canal Zone	24 Panama (AR, AF)
68 Philippines	25 Philippines (NA, MC, AF)
69 Portugal	26 Portugal (AK, NA, AF)
70 South Korea	27 South Korea (AK, MC, AF)
71 Spain	28 Spain (NA, AF)
72 Turkey	29 Turkey (AK, AF)
73 United Kingdom	30 United Kingdom (AK, NA, AF)
74 Other overseas location not listed above	31 Other overseas location (AK, NA, MC, AF) not listed above

NOTE: Indicates the Service lists which contain the specified location.

Please read the instructions below before answering Questions 53, 54,  
55 and 56.

- o These questions are about the locations you listed in Chart #1 and Chart #2 as the Three Best Overseas Locations and the Three Worst Overseas Locations for your next overseas tour.
- o The six locations will be referred to as Locations A, B, C, X, Y, and Z.
- o In the next four questions, please assume that:
  - You are on an Accompanied Tour in these areas--if you have a spouse or dependents and they are authorized at the location.
  - At that location, you would receive all other pays and allowances that you get now.

53. How likely would you be to reenlist at the end of your current term if you knew that your next overseas tour would be in the location you listed as A, B, C, X, Y, or Z in Charts #1 and #2? Record your answers in Chart #3 below.

## INSTRUCTIONS FOR COMPLETING CHART #3

- a Under Column A, mark how likely you would be to reenlist if you knew that your next overseas tour would be in Location A.
- a Under Column E, mark how likely you would be to reenlist if you knew that you would be sent to Location E.
- a Continue filling out the chart until you have marked your possibility of reenlistment if assigned to each of the six locations.

## Chart 46

POSSIBILITY OF REENLISTMENT IF NEXT OVERSEAS TOUR WAS IN THE FOLLOWING CATEGORIES:

	BEST			WORST		
	A	B	C	X	Y	Z
No chance (probability 0) in 100% . . . 00	0	0	0	0	0	0
Very slight possibility (1 in 100) . . . 01	0	0	0	0	0	0
Slight possibility (2 in 100) . . . 02	0	0	0	0	0	0
Some possibility (3 in 100) . . . 03	0	0	0	0	0	0
Fair possibility (4 in 100) . . . 04	0	0	0	0	0	0
Fairly good possibility (5 in 100) . . . 05	0	0	0	0	0	0
Good possibility (6 in 100) . . . 06	0	0	0	0	0	0
Probable (7 in 100) . . . 07	0	0	0	0	0	0
Very probable (8 in 100) . . . 08	0	0	0	0	0	0
Almost sure (9 in 100) . . . 09	0	0	0	0	0	0
Certain (100 in 100) . . . 10	0	0	0	0	0	0
Don't know (probability not known) . . . 0	0	0	0	0	0	0

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position</u>
Q53A	1st Choice	321-322
Q53B	2nd Choice	323-324
Q53C	3rd Choice	325-326
Q53X	2nd to Last	327-328
Q53Y	Next to Last	329-330
Q53Z	Last Choice	331-332

Code For Q53A-Q53Z:

00 - 10	See Above Probability of Reenlistment Codes
-8	Don't know
-1	Missing

54. How likely would you be to reenlist at the end of your current term if you were given a \$200 per month location bonus and you knew that you would be assigned to Location A, B, C, X, Y or Z? Use Chart #4 below to record the possibility of reenlistment for each location. Be sure to fill out Columns A, B, C, X, Y and Z below.

Chart #4

POSSIBILITY OF REENLISTMENT IF GIVEN A \$200 PER MONTH LOCATION BONUS AND NEXT OVERSEAS TOUR WAS IN THE FOLLOWING LOCATIONS:

		BEST			WORST		
		A	B	C	X	Y	Z
No chance	.....(0 in 10).... 00	o	o	o	o	o	o
Very slight possibility	..(1 in 10).... 01	o	o	o	o	o	o
Slight possibility	.....(2 in 10).... 02	o	o	o	o	o	o
Some possibility	.....(3 in 10).... 03	o	o	o	o	o	o
Fair possibility	.....(4 in 10).... 04	o	o	o	o	o	o
Fairly good possibility	..(5 in 10).... 05	o	o	o	o	o	o
Good possibility	.....(6 in 10).... 06	o	o	o	o	o	o
Probable	.....(7 in 10).... 07	o	o	o	o	o	o
Very probable	.....(8 in 10).... 08	o	o	o	o	o	o
Almost sure	.....(9 in 10).... 09	o	o	o	o	o	o
Certain	.....(10 in 10).... 10	o	o	o	o	o	o
Don't know	..... -8	o	o	o	o	o	o

Variable Name:	Content:	Tape Position:
Q54A	1st Choice	333-334
Q54B	2nd Choice	335-336
Q54C	3rd Choice	337-338
Q54X	2nd to Last	339-340
Q54Y	Next to Last	341-342
Q54Z	Last Choice	343-344

Code For Q54A-Q54Z:

00 - 10	As Above
-8	Don't know
-1	Missing

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1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: USER'S MANU--ETC(U)

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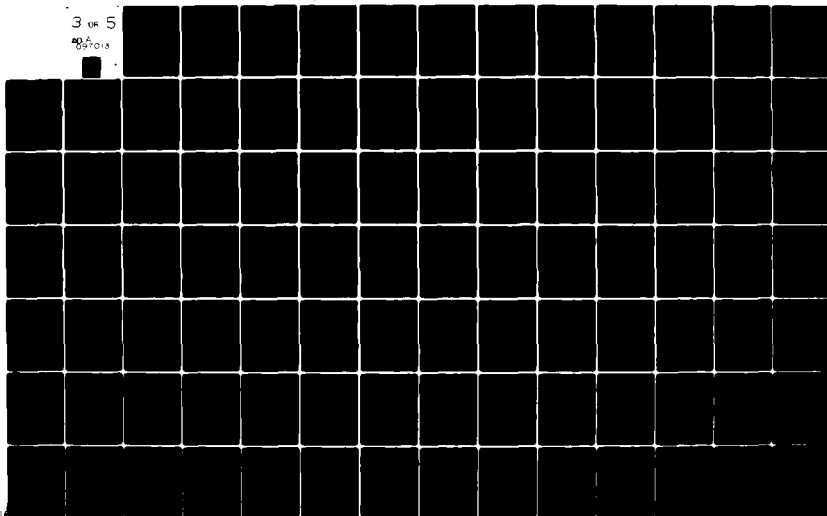
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55. Now, assume that you are actually assigned to Location A, B, C, X, Y or Z. How likely would you be to extend your tour of duty in these locations for one more year if a one year location extension were possible? Use Chart #5 to record your answers.

Chart #5

POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IN THE FOLLOWING LOCATIONS:

	BEST			WORST		
	A	B	C	X	Y	Z
No chance .....(0 in 10).... 00	o	o	o	o	o	o
Very slight possibility .(1 in 10).... 01	o	o	o	o	o	o
Slight possibility .....(2 in 10).... 02	o	o	o	o	o	o
Some possibility .....(3 in 10).... 03	o	o	o	o	o	o
Fair possibility .....(4 in 10).... 04	o	o	o	o	o	o
Fairly good possibility .(5 in 10).... 05	o	o	o	o	o	o
Good possibility .....(6 in 10).... 06	o	o	o	o	o	o
Probable .....(7 in 10).... 07	o	o	o	o	o	o
Very probable .....(8 in 10).... 08	o	o	o	o	o	o
Almost sure .....(9 in 10).... 09	o	o	o	o	o	o
Certain .....(10 in 10)... 10	o	o	o	o	o	o
Don't know..... -8	o	o	o	o	o	o

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position :</u>
Q55A	1st Choice	345-346
Q55B	2nd Choice	347-348
Q55C	3rd Choice	349-350
Q55X	2nd to Last	351-352
Q55Y	Next to Last	353-354
Q55Z	Last Choice	355-356

Code For Q55A-Q55Z:

00 - 10	As Above
-8	Don't know
-1	Missing



54. How likely would you be to reenlist at the end of your current term if you were given a \$200 per month location bonus and you knew that you would be assigned to Location A, B, C, X, Y or Z? Use Chart #4 below to record the possibility of reenlistment for each location. Be sure to fill out Columns A, B, C, X, Y and Z below.

Chart #4

POSSIBILITY OF REENLISTMENT IF GIVEN A \$200 PER MONTH LOCATION BONUS AND NEXT OVERSEAS TOUR WAS IN THE FOLLOWING LOCATIONS:

	BEST			WORST		
	A	B	C	X	Y	Z
No chance .....(0 in 10).... 00	o	o	o	o	o	o
Very slight possibility .(1 in 10).... 01	o	o	o	o	o	o
Slight possibility .....(2 in 10).... 02	o	o	o	o	o	o
Some possibility .....(3 in 10).... 03	o	o	o	o	o	o
Fair possibility .....(4 in 10).... 04	o	o	o	o	o	o
Fairly good possibility .(5 in 10).... 05	o	o	o	o	o	o
Good possibility .....(6 in 10).... 06	o	o	o	o	o	o
Probable .....(7 in 10).... 07	o	o	o	o	o	o
Very probable .....(8 in 10).... 08	o	o	o	o	o	o
Almost sure .....(9 in 10).... 09	o	o	o	o	o	o
Certain .....(10 in 10)... 10	o	o	o	o	o	o
Don't know ..... -8	o	o	o	o	o	o

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q54A	1st Choice	333-334
Q54B	2nd Choice	335-336
Q54C	3rd Choice	337-338
Q54X	2nd to Last	339-340
Q54Y	Next to Last	341-342
Q54Z	Last Choice	343-344

Code For Q54A-Q54Z:

00 - 10	As Above
-8	Don't know
-1	Missing

56. Again, assume that you are actually assigned to Location A, B, C, X, Y, or Z. How likely would you be to extend your tour of duty in these locations for one more year if you were given a \$200 per month location bonus?

Chart #6

POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IF GIVEN A \$200 PER MONTH LOCATION BONUS

		BEST			WORST		
		A	B	C	X	Y	Z
No chance .....	(0 in 10)....	00	o	o	o	o	o
Very slight possibility .....	(1 in 10)....	01	o	o	o	o	o
Slight possibility .....	(2 in 10)....	02	o	o	o	o	o
Some possibility .....	(3 in 10)....	03	o	o	o	o	o
Fair possibility .....	(4 in 10)....	04	o	o	o	o	o
Fairly good possibility .....	(5 in 10)....	05	o	o	o	o	o
Good possibility .....	(6 in 10)....	06	o	o	o	o	o
Probable .....	(7 in 10)....	07	o	o	o	o	o
Very probable .....	(8 in 10)....	08	o	o	o	o	o
Almost sure .....	(9 in 10)....	09	o	o	o	o	o
Certain .....	(10 in 10)....	10	o	o	o	o	o
Don't know.....	-8	o	o	o	o	o	o

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q56A	1st Choice	357-358
Q56B	2nd Choice	359-360
Q56C	3rd Choice	361-362
Q56X	2nd to Last	363-364
Q56Y	Next to Last	365-366
Q56Z	Last Choice	367-368

Code For Each Above:

00 - 10	As Above
-8	Don't know
-1	Missing

57. Use the list of overseas locations in Q51 and the instructions below for your service:

ARMY AND AIR FORCE: Please record the name and two-digit code of the LAST OVERSEAS LOCATION where you were assigned for six months or longer.

NAVY AND MARINE CORPS: Please the record the name and two-digit code of the LAST OVERSEAS LOCATION where you had shore duty for six months or longer.

Does not apply, I don't have a previous overseas assignment (Go to Q59) = -7

NAME OF MY LAST OVERSEAS LOCATION: (See Q51)

CODE #


Variable Name: Q57A

Flag: F57

Tape Position: 369-370

Codes: 01 - 31 Overseas Location Codes from QN51  
 02, 12, Foreign country codes from AN7.  
 52 - 74  
 -1 Missing  
 -4 Incomplete data entered by R, or out-of-range  
 -7 No previous overseas assignment

- Note: (1) Respondents were instructed to use the list of overseas codes from QN51. The legitimate codes were 01-31; any other listed codes are INVALID.
- (2) It appears as though some respondents used the wrong list of country codes which is found in QN7. (See notes for Q52, "Comparison of Overseas Codes in Q7 and Q51").
- (3) Question item number is 57, however, the variable name is Q57A.

NOTE: QUESTION 57A AND 58 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent DID NOT have a previous overseas assignment (See Q57), then Question 57A and Q58 should NOT be answered.
- If the respondent did have a previous overseas assignment (See Q57), then Question 57A and Q58 should be answered.

57A. When did you complete your assignment in the overseas location listed in Q57?

Within the past year.....1  
 AT least 1 year but less than 2 years.....2  
 AT least 2 years but less than 3 years.....3  
 At least 3 years but less than 4 years....4  
 4 or more years.....5

Variable Name: Q57B

Tape Position: 371-372

Codes: 01 - 05 See above  
 -1 Missing  
 -3 Not Applicable; R Did Not  
 Have a Previous Overseas  
 Assignment

NOTE: Question item number is Q57A; but the variable name is Q57B.

58. Were you accompanied by your spouse or dependents at the overseas location you listed in Q57?

Does not apply, I do not have a spouse or dependents = -6

Yes, I was accompanied by my  
 spouse or dependents.....1  
 No, I was not accompanied because  
 my spouse or dependents were not  
 authorized at this location.....2  
 No, I was not accompanied for  
 other reasons.....3

Variable Name: Q58

Tape Position: 373-374

Codes: 01 - 03 As above  
 -6 No spouse  
 -1 Missing  
 -3 Not Applicable; R Did Not  
 Have a Previous Overseas  
 Assignment

The next question is about your feelings about the overseas location where you are now or your last overseas assignment if you are in ConUS now.

59A. IF YOU ARE CURRENTLY ASSIGNED TO SHORE DUTY IN AN OVERSEAS LOCATION, please rate each of the following items at your current overseas location.

59B. IF YOU ARE NOT CURRENTLY ASSIGNED TO SHORE DUTY IN AN OVERSEAS LOCATION, please rate each of the following items at the overseas location that you listed in Q57.

Does not apply, I was never assigned to shore duty in an overseas location.....(Go to Q60)... 00

CHARACTERISTICS OF CURRENT OR LAST OVERSEAS ASSIGNMENT	EXCELLENT	GOOD	FAIR	POOR	VERY POOR	DOES NOT APPLY, NO SPOUSE OR DEPENDENTS/ OTHER REASONS
Climate.....	1	2	3	4	5	-7
Distance to popu- lation centers.....	1	2	3	4	5	-7
Cost of living.....	1	2	3	4	5	-7
Availability of military housing.....	1	2	3	4	5	-7
Availability of civilian housing.....	1	2	3	4	5	-7
Availability of goods and services at the post, base, or duty station.....	1	2	4	5	5	-7
Recreational facilities.....	1	2	3	4	5	-7
Attitudes of residents towards Americans.....	1	2	3	4	5	-7
Availability of civilian work for spouse or dependents.	1	2	3	4	5	-7
Quality of schools for dependents.....	1	2	3	4	5	-7
Availability of medi- cal care for you.....	1	2	3	4	5	-7
Availability of medi- cal care for spouse or dependents.....	1	2	3	4	5	-7

NOTE: ALL SUB-ITEMS IN QUESTION 59 ARE NOT ANSWERED BY ALL RESPONDENTS:

- Question 59 was treated as 13 separate variables, Q59A-Q59M.
- If a respondent indicated in Q59A that he/she was never assigned to an overseas location, then Q59B-Q59M should NOT be answered.
- If a respondent has served at an overseas location (See Q57), then Q59B-Q59M should be answered.

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q59A	Never Overseas	375-376
Q59B	Climate	377-378
Q59C	Distance to Pop Ctrs.	379-380
Q59D	Cost of Living	381-382
Q59E	Avail. Mil. Hsng.	383-384
Q59F	Avail. Civ. Hsng.	385-386
Q59G	Avail. Goods Svcs.	387-388
Q59H	Rec. Facilities	389-390
Q59I	Attitude Twd. Amer.	391-392
Q59J	Avail. Civ. Wk. Spouse/Deps.	393-394
Q59K	Qual. Schls. Deps.	395-396
Q59L	Avail. Med. Care Self	397-398
Q59M	Avail. Med. Care Sp. Deps.	399-400

Codes For Q59A:

00	Never Overseas
01	R Is Currently or Previously Served Overseas
-1	Missing

Codes For Q59B Through Q59M:

01 - 05	Excellent - Very Poor, As Above in QN59
-7	Does Not Apply/No Sps, Dep or Other
-1	Missing
-3	Not Applicable; R Was Never Overseas

60. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment?

Does not apply, I don't have a spouse or dependents

No months    1-2    3-4    5-6    7-8    9-10    11-12

Variable Name: Q60

Tape Position: 401-402

Codes:	00	No Months
	01	1-2
	02	3-4
	03	5-6
	04	7-8
	05	9-10
	06	11-12
	-7	Does not apply, I don't have a spouse/dependents
	-1	Missing

61. In all the time you have been on active duty, how many times did you move to a new location because of your permanent changes of station (PCS)?

0 1 2 3 4 5 6 7 8 9 10 or more

Variable Name: Q61

Tape Position: 403-404

Codes:	00	0
	01	1
	02	2
	03	3
	04	4
	05	5
	06	6
	07	7
	08	8
	09	9
	10	10 or more
	-1	Missing

62. In all the time you've been on active duty, how many times did your spouse or dependents move to a new location because of your permanent changes of station (PCS)?

Does not apply, I don't have a spouse or dependents = -7

0 1 2 3 4 5 6 7 8 9 10 or more

Variable Name: Q62

Tape Position: 405-406

Codes:	00	0
	01	1
	02	2
	03	3
	04	4
	05	5
	06	6
	07	7
	08	8
	09	9
	10	10 or more
	-7	Does not apply
	-1	Missing



63. In all the time you have been on active duty, how many years have you spent at an overseas location? NAVY AND MARINE CORPS PERSONNEL: Please count total time assigned to both shore and sea duty in overseas locations.

- o No time at an overseas location = -6
- o Less than 1 year = 00

# YEARS OVERSEAS


Variable Name: Q63

Flag: F63

Tape Position: 407-408

Codes:    -6            No time  
           00            Less than 1 year  
           01 - 20       Number of years  
           -1            Missing  
           -4            Incomplete Data Entered by R,  
                          or Out-of-Range

NOTE: QUESTION 64 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is in the Army or Air Force (See Q3), then Q64 should NOT be answered.
- If the respondent is in the Navy or Marines (See Q3), then Q64 SHOULD be answered.

64. FOR NAVY AND MARINE CORPS PERSONNEL ONLY: In all the time you have been on active duty, how many years have you been on sea duty?

- o No time on sea duty = -6
- o Less than 1 year = 00

# YEARS ON SEA DUTY


Variable Name: Q64

Flag: F64

Tape Position: 409-410

Codes:    -6            No time  
           00            Less than 1 year  
           01 - 20       Number years  
           -1            Missing  
           -3            Not Applicable; R is in the Army or Air Force  
           -4            Incomplete Data Entered by R,  
                          or Out-of-Range

## VIII. MILITARY ATTITUDES

65. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship.  
Mark one number which shows your opinion on the line below.

MORALE IS							MORALE IS
VERY LOW							VERY HIGH
0-----0-----0-----0-----0-----0-----0							
1	2	3	4	5	6	7	

Variable Name: Q65

Tape Position: 411-412

Codes: 01 - 07 As above, seven point morale scale  
-1 Missing

66. Approximately how many military personnel are assigned to your present permanent post, base or duty station? Please give your best estimate.

	Mark One
Less than 25 military personnel.....	1
25-499 military personnel.....	2
500-1,999 military personnel.....	3
2,000-5,000 military personnel.....	4
Over 5,000 military personnel.....	5
Don't know/not sure.....	8

Variable Name: Q66

Tape Position: 413-414

Codes: 01 - 05 As above  
-8 Don't Know  
-1 Missing

67. How well do you think most of the military personnel at your present post, base or duty station would perform their wartime mission?

Please mark one number to indicate your opinion on the line below.

NOT  
PERFORM  
AT ALL

PERFORM  
VERY  
WELL

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

Don't know/no opinion = -8

Variable Name: Q67

Tape Position: 415-416

Codes:   01 - 07   See above, 7 point performance scale  
         -8       No opinion  
         -1       Missing

68. Think for a minute about the most important combat equipment that your post, base or duty station needs to perform its wartime mission. How well would this equipment work in a wartime mission? Please mark one number to indicate your opinion.

NOT  
PERFORM  
AT ALL

PERFORM  
VERY  
WELL

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

Don't know/no opinion = -8

Variable Name: Q68

Tape Position: 417-418

Codes:   01 - 07   As above, 7 point performance scale  
         -8       No opinion  
         -1       Missing

## IX. MILITARY TRAINING AND WORK EXPERIENCE

69. Follow the instructions below for your service:

ARMY: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.

NAVY: Record your current Primary Rating and the first Primary Rating that you received when you entered active duty. Use all four entries of your Rating. For example, GMM3 would be marked as GMM3. BMSN would be marked as BMSN.

MARINE CORPS: Record your current Primary MOS, and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 0311 would be marked 0311.

AIR FORCE: Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC--DO NOT USE LETTERS. For example, AFSC A43130C would be marked as 4313.

INSTRUCTIONS: Write one number or letter in each box. Then, mark the matching circle below each box.

A. MY CURRENT PRIMARY MOS/RATING/AFSC IS:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
First	Second	Third	Fourth
Letter/Number	Letter/Number	Letter/Number	Letter/Number

o I don't know my Current Primary MOS/RATING/AFSC

Note: See Appendix B for a discussion of a special coding and editing performed on Q69A - D and Q69F - I.

- Note: a. In processing Q69 (Current MOS), each letter/number of the current MOS is treated as a separate variable which is assigned two (2) tape positions. Q69A = 1st char, Q69B = 2nd char, Q69C = 3rd char, Q69D = 4th char. Variable Q69E is marked if the respondent does not know his/her current MOS. If Q69E is marked "Don't Know", then Q69A-Q69D were RECODED to -3 (Not Applicable).
- b. Each letter/number of the current MOS is right-justified, preceded by a Blank.
- c. If Q69 (current MOS) was left completely unanswered -- that is, the R did not mark his/her MOS and did not mark don't know, then all variables in the series Q69A-Q69D were coded -1 for Missing and Q69E was coded 9 for Missing data.
- d. If the respondent marked only one or two characters of his/her current MOS but did not mark the third or fourth char, Blanks were left in those omitted response fields of the current MOS.
- e. It is important to note that code -3 (Not Applicable) responses in Q69A-Q69D should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q69A	1st Ltr/# Current Pri. Mos	419-420
Q69B	2nd Ltr/# Current Pri. Mos	421-422
Q69C	3rd Ltr/# Current Pri. Mos	423-424
Q69D	4th Ltr/# Current Pri. Mos	425-426

## Code For Q69A-Q69D:

A-Z	Letter of Current PMOS
0-9	Number of Current PMOS
-1	Missing data in all sub-items Q69A-Q69D
-3	Not Applicable; R Does Not Know His/Her Current PMOS
Blank	Blank response. (See note d. above.)

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q69E	Don't Know Curr. Pri. Mos.	427

## Codes for Q69E:

1	Don't Know My Current PMOS
0	Not Applicable; R Recorded His/Her Current PMOS in Q69A-69D and did not mark this category
9	Missing data in all sub-items, Q69A-Q69E.

B. MY FIRST PRIMARY MOS/RATING/AFSC AT ENTRY WAS:

□	□	□	□
First	Second	Third	Fourth
Letter/Number	Letter/Number	Letter/Number	Letter/Number

I don't know my first Primary MOS/RATING/AFSC

- NOTE: a. In processing Q67 (FIRST MOS), each letter/number of the FIRST MOS received at entry into the military is treated as a separate variable which is assigned two (2) tape positions. Q67F = 1st char, Q67G = 2nd char, Q67H = 3rd char, Q67I = 4th char. Variable Q67J is marked if the respondent did not know his/her first MOS. If Q69J is marked "Don't Know", then Q69F-Q69I were RECODED to -3 (Not Applicable).
- b. Each letter/number of the FIRST MOS is right-justified, preceded by a Blank.
- c. If Q67 (First MOS) was left completely unanswered -- that is, R did not mark his/her first MOS and did not mark "don't know first MOS", then all variables in the series Q67F-Q67I were coded as -1 for "Missing" and Q67J was coded 9 for "Missing" data.
- d. If the respondent marked only one or two characters of his/her First MOS but did not mark the third or fourth char, then Blanks were left in the omitted response fields.
- e. It is important to note that code -3 (Not Applicable) responses in Q69F-Q69I should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q69F	1st Ltr/# Pri. Mos	428-429
Q69G	2nd Ltr/# Pri. Mos	430-431
Q69H	3rd Ltr/# Pri. Mos	432-433
Q69I	4th Ltr/# Pri. Mos	434-435

Code For Q69F-Q69I:

A-Z	Letter of First PMOS
0-9	Number of First PMOS
-1	Missing data in all sub-items of Q69F-Q69J
-3	Not Applicable; R Does Not Know His/Her First PMOS
Blank	Blank response (See note d. above.)

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q69J	DK - First PMOS	436

Codes	1	Don't Know, My First PMOS
	0	Not Applicable; R Recorded His/Her First PMOS in Q69F-69I
	9	Missing data in all sub-items of Q69F-Q69J.

70. Is your current Primary MOS/RATING/AFSC the one to which you were assigned when you FIRST entered active duty?

Yes.....1  
No, I was involuntarily reclassified...2  
No, I have voluntarily changed it.....3

\*IF YES TO Q70, GO TO Q72\*

Variable Name: Q70

Tape Position: 437-438

Codes:	01	Yes
	02	No (involuntarily)
	03	No (voluntarily)
	-1	Missing

NOTE: QUESTION 71 IS NOT ANSWERED BY ALL RESPONDENTS

- If the respondent indicated in Q70 that his/her current MOS IS THE SAME as the one received at entry into the military, then Q71 should NOT be answered.
- If the respondent indicated in Q70 that his/her current MOS is NOT the same as the one received at entry into the military because it was either voluntarily or involuntarily changed, then Q71 SHOULD be answered.

71. How many years were you assigned to your first Primary MOS/RATING/AFSC before you were reclassified or changed to your current Primary MOS/RATING/AFSC?

o Less than 1 year


Variable Name: Q71

Flag: F71

Tape Position: 439-440

Codes:	00	Less than 1 year
	01 - 30	As Given
	-1	Missing
	-3	Not Applicable; R is Currently Assigned to the PMOS Received at Entry into the Military
	-4	Incomplete data entered by R, or out-of-range



## X. AREAS OF MILITARY LIFE

## A. INTERGROUP RELATIONS

72. Altogether, how many military personnel are assigned to your primary work unit?

# PEOPLE


Variable Name: Q72

Tape Position: 441-443

Codes: 000 - 999 As given  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

73. About how many of the people in your primary work unit are members of racial or ethnic minority groups?

Most.....1  
 More than half.....2  
 About half.....3  
 Some.....4  
 A few.....5  
 None.....6

Variable Name: Q73

Tape Position: 444-445

Codes: 01 - 06 As above  
 -1 Missing

NOTE: ALL SUB-ITEMS IN QUESTION 74 ARE NOT ANSWERED BY ALL RESPONDENTS:

- Question 74 was treated as 5 separate variables, Q74A-Q74E.
- If a respondent indicated in Q74E that "There are no other members of my race in my unit", then Q74A-Q74D should NOT be answered.
- If a respondent does have "people of his own race in the unit", then Q74A-Q74D SHOULD be answered.

74. In your primary work unit, how often do people of your own race do each of the following things?

E. Does not apply, there are no other members of my race in my unit (Go to Q75)

	VERY OFTEN	OFTEN	SOMETIMES	SELDOM	NEVER
A. Complain about better treatment being given to people of other races or ethnic groups in the Armed Forces.....	1	2	3	4	5
B. Avoid doing things with people of other races or ethnic groups.....	1	2	3	4	5
C. Talk badly or tell racist jokes about people of other races or ethnic groups.....	1	2	3	4	5
D. Talk to each other about the problems of other races or ethnic groups in the Armed Forces.....	1	2	3	4	5

<u>Variable Name:</u>	<u>Content:</u>	<u>Flag:</u>	<u>Tape Position:</u>
Q74A	Others Better Trtmt.		446-447
Q74B	Avoid assoc. other grps.		448-449
Q74C	Talk badly other grps.		450-451
Q74D	Talk abt. probs. other grps.		452-453

Codes For Q74A-Q74D:

- 01-05 As Above
- 1 Missing
- 3 Not Applicable; There Are No Other Co-Workers of the Same Race as R

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q74E	No other members of race in unit	454-455

Codes: 01 No other Co-Worker of Same Race  
00 R Has Co-Workers of the Same Race  
-1 Missing

Note: Variable Q74E, the does not apply category, appears as the first item on the hard copy questionnaire, however, on the tape it appears as the last item in the QN74 series.

75. Leaders of your service have many concerns that compete for their attention and interest. Among these many concerns, how important do you think the subject of equal opportunity and race relations training is to your service leaders?

Very Important.....1  
 Somewhat Important.....2  
 Fairly Important.....3  
 Not Important.....4

Variable Name: Q75

Tape Position: 456-457

Codes: 01 - 04 As above  
 -1 Missing

76. In general, which of the following statements comes closest to your opinion?

Mark One

In my service, Blacks are treated A LOT BETTER  
 than Whites .....1  
 In my service, Blacks are treated BETTER than  
 Whites .....2  
 In my service, Blacks are treated exactly the SAME  
 as Whites .....3  
 In my service, Blacks are treated WORSE than  
 Whites .....4  
 In my service, Blacks are treated A LOT WORSE  
 than Whites .....5

Variable Name: Q76

Tape Position: 458-459

Codes: 01 - 05 As above  
 -1 Missing

77. In your service, which racial group has the best chances for promotion to higher ENLISTED grades?

Mark One

Whites have the best chance..... 1  
 Blacks have the best chance..... 2  
 Other minorities have the best chance.. 3  
 Chances are equal for all races..... 4

Variable Name: Q77

Tape Position: 460-461

Codes: 01 - 04 As above  
 -1 Missing

78. At your present post, base, or duty station, have you personally experienced racial or ethnic discrimination in any of the following areas?  
 MARK 'YES' OR 'NO' FOR EACH.

	YES	NO
Local civilian housing.....	1	0
Local civilian services in stores, bars, banks, restaurants, etc, .....	1	0
Exchange services such as snack bar; barber or beauty shops, etc.....	1	0
Training and education opportunities.....	1	0
Promotion opportunities.....	1	0
Daily duty assignments.....	1	0

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q78A	Disc. Civ. Hsng.	462-463
Q78B	Disc. Civ. Serv	464-465
Q78C	Disc. Exch. Serv.	466-467
Q78D	Disc. Trng., Educ. Opp.	468-469
Q78E	Disc. Promo. Opp.	470-471
Q78F	Disc. duty Assign.	472-473

Codes For Q78A-Q78F:

01 Yes  
 00 No  
 -1 Missing

## B. SPECIFIC MILITARY POLICIES

NOTE: ALL SUB-ITEMS IN QUESTION 79 WERE NOT ANSWERED BY ALL RESPONDENTS:

- Question 79 was treated as 15 separate variables, Q79A-Q79O.
- Variable Q79O appears as the first item on the printed questionnaire; however it appears as the last item in the Variable series for Q79.
- If the respondent indicated in Q79O that he/she did NOT have a problem in the past year, then Q79A-Q79N should NOT be answered.
- If the respondent did not indicate in Q79O that he/she did not have a problem, then Q79A-Q79N should be answered.

79. During the past year, did you try to solve a complaint, grievance or problem by reporting it to any of the following channels?  
MARK 'YES' OR 'NO' FOR EACH.

O. Does not apply, I did not have a problem

	YES, USED	NO, DID NOT USE
A. Chaplain.....	1	0
B. Your immediate supervisor.....	1	0
C. Unit complaint officer/NCO.....	1	0
D. Unit commander.....	1	0
E. Base commander.....	1	0
F. Commander at higher headquarters....	1	0
G. Base/Local inspector for complaints (Inspector General).....	1	0
H. Higher service level Inspector General.....	1	0
I. Armed Forces Disciplinary Control Board.....	1	0
J. Secretary of Military Department....	1	0
K. Councils (Human Relations, NCO, JOC, etc).....	1	0
L. Equal Opportunity Office.....	1	0
M. Congressman.....	1	0
N. Other civilian agency or individual.....	1	0

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q79A	Chaplain	474-475
Q79B	Supervisor	476-477
Q79C	Unit Complaint Ofcr.	478-479
Q79D	Unit Commander	480-481
Q79E	Base Commander	482-483
Q79F	Comm. Higher Hq.	484-485
Q79G	Inspector Gen'l.	486-487
Q79H	Highr. Lvl. Insp. Gen'l.	488-489
Q79I	Af. Disc. Contr. Bd.	490-491
Q79J	Secy. Mil. Dept.	492-493
Q79K	Councils	494-495
Q79L	Eq. Opp. Ofc.	496-497
Q79M	Congressman	498-499
Q79N	Other Civ. Agcy. or Ind.	500-501

## Codes For Q79A-Q79N:

01 Yes, used complaint channel  
 00 No, did not use complaint channel  
 -1 Missing  
 -3 Not applicable; R did not have a problem in past year

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q790	NA - Did not have a problem in past year.	502-503

## Codes for Q790:

01 Did not have a problem  
 00 R Had a Problem  
 -1 Missing

## NOTES FOR Q79A-Q79N:

Code 01 indicates that R marked the "Yes" category  
 Code 00 indicates that the R marked the "No" category  
 Code -1 "Missing" was used if R did not mark either the Yes or No column and R did not mark "didn't have a problem in Q790.

## NOTES FOR Q790:

In Q790, code -1 'Missing' was used if the R did not mark "Yes" for any sub-item in Q79A-Q79N and did not mark "Didn't have a Problem" in Q790.

## C. WOMEN IN THE MILITARY

80. How much do you agree or disagree with the following statements about women in the military?

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE
Women should be allowed to perform the skills in my primary MOS/ RATING/AFSC.....	1	2	3	4	5
Most women have the physical capacity to perform the skills in my primary MOS/RATING/AFSC..	1	2	3	4	5
Most women have the mental aptitude to perform the skills in my primary MOS/RATING/AFSC..	1	2	3	4	5
Women should learn to use weapons.....	1	2	3	4	5
Women should be allowed to engage in hand-to-hand combat.....	1	2	3	4	5
Women should be given training and used in combat situations..	1	2	3	4	5

Variable Name:      Content:

Tape Position:

Q80A	Shd. be alld. in my Pri. Mos.	504-505
Q80B	Hv. Phys. Cap. for my Pri. Mos.	506-507
Q80C	Mental Apt. for my Pri. Mos.	508-509
Q80D	Shd. Learn to use Wpns.	510-511
Q80E	Shd. Engage Hand-to-Hand Combat	512-513
Q80F	Train for Combat	514-515

Codes For Q80A-Q80F:

01-05 As Above  
-1 Missing

81. How many of the people in your primary work unit are military women?

More than half.....	1
About half.....	2
Some.....	3
A few.....	4
None.....	5

Variable Name: Q81

Tape Position: 516-517

Codes:      01 - 05      See above  
             -1            Missing



NOTE: ALL SUB-ITEMS IN QUESTION 82 ARE NOT ANSWERED BY ALL RESPONDENTS:

- Question 82 was treated as 10 separate variables, Q82A-Q82J.
- If a respondent indicated in Q81 that there are "no women in the work unit" then Q82A-Q82I should NOT be answered.
- If a respondent indicated in Q81 that there were "Women in the work unit," then Q82A-Q82I SHOULD be answered.

82. How much do you agree or disagree with the following statements about the women in your primary work unit?

J. Does not apply, there are no women in my work unit (Go to Q83)

In general, women in my present work unit:	NEITHER AGREE NOR DISAGREE				
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	
A. Compared to their male counterparts, are more likely to work outside the career field for which they were trained.....	1	2	3	4	5
B. Get their complaints handled faster than men.....	1	2	3	4	5
C. Have better opportunities for technical training than men.....	1	2	3	4	5
D. Cannot take criticism or discip- line as well as male counterparts.	1	2	3	4	5
E. Receive less respect than men do as officers and NCO's.....	1	2	3	4	5
F. Are promoted ahead of men even if the man is better qualified.....	1	2	3	4	5
G. Will work extra hours when needed...	1	2	3	4	5
H. Expect special treatment because they are women.....	1	2	3	4	5
I. Can supervise as well as men.....	1	2	3	4	5

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u> 357-358
Q82A	More Apt. Wk. Outside Trng.	518-519
Q82B	Complaints Handled Fstr.	520-521
Q82C	Better Opp. Tech. Trng.	522-523
Q82D	Can't Take Crit. or Displn.	524-525
Q82E	Rev. Less Respect as Ofcr'd.	526-527
Q82F	Promoted Ahead of Men	528-529
Q82G	Will Wk. Extra Hrs.	530-531
Q82H	Expt. Spec. Treatment	532-533
Q82I	Supervise well as Men	534-535

## Codes For Q82A-Q82I:

- 01-05 As Above
- 1 Missing
- 3 Not Applicable; There Are No Women in R's Work Unit

<u>Variable:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q82J	No Women Work in My Unit	536-537

## Codes for Q82J:

- 01 No Women in Unit
- 00 There Are Women in Unit
- 1 Missing

Note: Variable Q82J appears as the first item on the hard copy questionnaire; however, on the tape, it appears as the last item in the QN82 series.

We've covered a lot of different topics in this survey. Now, there is one last question on a different subject...

83. Taking all things together, how satisfied or dissatisfied are you with the military as a way of life? Mark one number on the line below.

VERY  
DISSATISFIED

VERY  
SATISFIED

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

Variable Name: Q83

Tape Position: 538-539

Codes: 01 - 07 As above, 7 point satisfaction scale  
-1 Missing

84. Record time ended--enter military hour:

--	--	--	--

NOTE: This item was not processed. Information was used by respondent to calculate interview length.

85. How long did it take you to complete this questionnaire?

# MINUTES

--	--

Variable Name: Q85

Tape Position: 540-541

Codes: 10 - 99 As given  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

86. Did you complete this survey during a group administration where other people were taking the same survey?

Yes..... 1  
No..... 0

Variable Name: Q86

Tape Position: 542-543

Codes:   01       Yes  
          00       No  
          -1       Missing

87. Did you complete this survey on your own (off-duty) time or while on-duty?

Off Duty..... 1  
On Duty..... 2  
Part while on duty and part while off duty... 3

Variable Name: Q87

Tape Position: 544-545

Codes:   01 - 03    See above  
          -1       Missing

88. We're interested in any comments or recommendations you would like to make about military policies--whether or not the topic was covered in this survey. Do you have any comments?

Yes - Record your comments on a separate  
sheet and enclose it with the  
questionnaire.....1  
No..... 0

THANK YOU VERY MUCH FOR COMPLETING THIS QUESTIONNAIRE.  
PLEASE SEAL THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED.

-END OF QUESTIONNAIRE-

Variable Name: Q88

Tape Position: 546-547

Codes:	01	Yes
	00	No
	-1	Missing

NOTE: Respondents who had personal comments to make returned individual comment sheets. Copies are available on request.

### Extra Variables

XV4	Highest Multiple Logic Rule for Q2
XV5	Highest Multiple Logic Rule for Q12
XV6	Highest Multiple Logic Rule for Q15B
XV7	Highest Multiple Logic Rule for Q28
XV8	Highest Multiple Logic Rule for Q29
XV9	Highest Multiple Logic Rule for Q31
XV10	Highest/Lowest Multiple Logic Rule for Q32
XV11	Lowest Multiple Logic Rule for Q33
XV12	Left Justify Logic Rule for Q10

Note: During the data processing phase, the contractor checked each question to determine which ones utilized the highest/lowest multiple logic instructions. A "1" was placed in the appropriate positions (XV4-XV12) if the selective logic rule was used for a given item. The twelve questions involved are numbers 2, 12, 15B, 28, 29, 31, 32, 33 and 10.

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
XV4	Hi Rule for Q2	548
XV5	Hi Rule for Q12	549
XV6	Hi Rule for Q15B	550
XV7	Hi Rule for Q28	551
XV8	Hi Rule for Q29	552
XV9	Hi Rule for Q31	553
XV10	Hi Rule for Q32	554
XV11	Low Rule for Q33	555
XV12	Special Rule for Q10	556

#### Codes for XV4-XV12:

- 0 Highest/Lowest Multiple Logic Rule was not used.
- 1 Highest/Lowest Multiple Logic Rule was used.

**Extra Variable**

XQ12      Adjusted Months in Service (Effective 1 October 1978)

Variable Name:

Tape Position: 557-559

XQ12      Adjusted Months in Service (As of 1 Oct. 1978)

CODESX: 001-420      Adjusted Months in Service

NOTE: This variable was created in order to categorize respondents  
by Sample Cells.

## EXTRA VARIABLE

CELL

Sample Cell

Variable Name: CELL

Tape Position :560-561

Codes: 01 - 10 Described below:

<u>Cell</u>	<u>Months in Service</u>	<u>Time to ETS</u>
01	000-059	Less than one year
02	000-059	More than one year
03	060-107	Less than one year
04	060-107	More than one year
05	108-155	Not applicable
06	156-203	Not applicable
07	204-420	Not applicable
08	000-059	Missing data
09	060-107	Missing data
10	Missing data	

Note: Cells 01-07 are the only VALID sample cells for Enlisted Personnel. Codes 08-10 are not sample cells; i.e., they result from missing or uncodable data in one or more of the variables used to create the sample cell variable.



## EXTRA VARIABLE

XRACE

Race Stratification

Variable Name: XRACE

Tape Position: 562-563

Codes:	00	Nonblack
	01	Black
	-1	Missing

Note: This variable is a recoding of Form 2, Q23.

## EXTRA VARIABLE

WEIGHT

Weight

Variable Name: WEIGHTS

Tape Position: 561-571

Codes: 0000.0001 - 9999.9999      Assigned Weight

Note: This variable contains the actual weight assigned to each record to reflect the population to which the data can be generalized. This is the only variable in the file recorded with real values using the convention F as a descriptor, F8.4 (field width is 8 digits, 4 of which are to the right of the decimal). (See Section II for discussion of weighting.)

EXTRA OCCUPATIONAL VARIABLES
------------------------------

## Variable Names:

## Tape Positions:

CURRDOC

572-574

ENTRYDOC

575-577

Codes: xxx DoD Occupation Code

-1 Missing Data

-3 Don't Know

-4 Respondent's entry could not be matched to DoD Code

Note: See Appendix B for a discussion of these variables.

## Variable Names:

## Tape Positions:

CURRMOS

578-581

ENTRYMOS

582-585

Codes: xxxx Compressed form of MOS/RATING/AFSC

blank Missing Data

3333 Don't Know

Note: See Appendix B for a discussion of these variables.

VII. ITEM-BY-ITEM SPECIFICATIONS FOR 1978 DOD SURVEY OF  
OFFICERS--FORM 3 (ECONOMIC VARIANT)

This section contains the detailed information necessary for using specific variables from this questionnaire for analyses. Each question from the survey instrument is reproduced as it appears on the printed questionnaire. The format and conventions used in this section are identical to those described in the introduction to section V, pages 41-43. The manual user is encouraged to refer to those pages before using the material in this section.

DoD MRAL Emblem

COVER PAGE

RCS: DD-M(OT):7840

Officer Form 3

1978 DEPARTMENT OF DEFENSE  
SURVEY OF OFFICERS

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

## I. MILITARY BACKGROUND

1. Record time began, enter military hour:      TIME BEGAN

Note: This item was not processed. Information was used to calculate interview length. (See Q98)

## Extra Variable

XV1      Questionnaire Variant Code 3  
           Officer Form 3 - Economic Variant

Variable Name: XV1

Tape Position: 1

Code: 3      Officer Form 3 (Economic Variant)

Note: A questionnaire variant code was assigned to each questionnaire during the data processing phase.

## Extra Variable

XV2      Questionnaire Identification Number

Variable Name: XV2

Tape Position: 2-7

Codes: 000001-999999

Note: A unique questionnaire identification number was assigned to each questionnaire during the data processing phase.

## Extra Variable

XV3 Record Control Number (RCN)

OFFICE USE ONLY SECTION - APPEARS ON THE LAST PAGE OF THE QUESTIONNAIRE

## RCN SERVICE

- o AR.... 11
- o NA.... 12
- o MC.... 13
- o AF.... 14


Note: The RCN was recorded on the questionnaire by DMDC document control clerks during the check-in editing of returned questionnaire. This number identifies the military base or installation of the respondents.

Variable Name: XV3

Flag: FXV3

Tape Position: 8-13

Codes: 116001-116076, 116100, 116200	Army Base/Installation Codes
221001-225359, 225400	Navy Base/Installation Codes
331001-331910, 331950	Marines Base/Installation Codes
440001-440121, 440150	Air Force Base/Installation Codes
-1	Missing
-4	Incomplete data entered by R, or out-of-range

2. In what month are you completing this survey?

January 1979.....	01
February 1979.....	02
March 1979.....	03
April 1979.....	04
May 1979.....	05
June 1979.....	06

Variable Name: Q2

Tape Position: 14-15

Codes: 01 - 06	January 1979-June 1979
-1	Missing

Note: If more than one month was marked, most recent (highest) month (e.g. highest code) was selected. If most recent month was selected, Variable XV4=1, tape position 406.

3. In what service are you now serving?

Army.....1  
 Navy.....2  
 Marine Corps.....3  
 Air Force.....4

Variable Name: Q3

Flag: F3

Tape Position: 16-17

Codes: 01 -04 Service now serving, see above  
 -1 Missing

4. What is your present pay grade?

WARRANT GRADES: W1 W2 W3 W4  
 OFFICER GRADES: 01 02 03 04 05 06

Variable Name: Q4

Flag: F4

Tape Position: 18-19

Codes: 21 01  
 22 02  
 23 03  
 24 04  
 25 05  
 26 06  
 -1 Missing

Note: Respondents in warrant grades were deleted from the sample.  
 The warrant officers who returned questionnaires were people  
 who were--

- Originally selected in error, OR
- Entered erroneous paygrades



5. Through which of the following officer procurement programs did you obtain your commission/warrant?

Academy Graduate (USMA, USNA, USAFA).....01  
 Limited Duty Officer Program.....02  
 Officer Candidate School or  
 Officer Training School.....03  
 ROTC (Regular).....04  
 ROTC (Scholarship).....05  
 Aviation Officer Candidate or Aviation  
 Cadet.....06  
 Warrant Officer Program.....07  
 Direct Appointment from Civilian Status.....08  
 Reserve Officer Candidate.....09  
 Platoon Leaders Course/WOC (USMC).....10  
 Health Professional Scholarship Program.....11  
 Medical Specialist Program.....12  
 Other.....13

Variable Name: Q5

Tape Position: 20-21

Codes: 01 - 12 As above  
 13 Other  
 -1 Missing

6. Officers coming on their first tour of active duty sometimes incur an initial service commitment. Are you presently serving within your INITIAL SERVICE OBLIGATION as a commissioned officer?

Does not apply, I did not have an initial  
 obligation.....7  
 Yes, I am serving within my INITIAL  
 OBLIGATION.....1  
 No, I am serving within the FIRST YEAR AFTER  
 MY INITIAL OBLIGATION.....2  
 No, I am serving MORE THAN ONE YEAR BEYOND MY  
 INITIAL OBLIGATION.....3

Variable Name: Q6

Tape Position: 22-23

Codes: 01 - 03 As above  
 07 No initial service obligation  
 -1 Missing

7. How many years of obligated service do you have remaining in your present obligation?

Does not apply, I do not have a service obligation.....7  
 Less than one year.....1  
 At least 1 year but less than 2 years.....2  
 At least 2 years but less than 3 years.....3  
 At least 3 years but less than 4 years.....4  
 At least 4 years but less than 5 years.....5  
 5 years or more.....6

Variable Name: Q7

Tape Position: 24-25

Codes: 01 - 06 As above  
 07 No service obligation  
 -1 Missing

8. Are you currently assigned to a ship?

Yes..... 1  
 No..... 0

Variable Name: Q8

Tape Position: 26-27

Codes: 00 No  
 01 Yes  
 -1 Missing

9. Where is your present permanent post, base or duty station? If you are on board ship, indicate the location of your home port. Mark the state or country in the list below.

## STATES

## FOREIGN COUNTRIES

Alabama.....01	Montana.....27	Africa.....52
Alaska.....02	Nebraska.....28	Belgium.....53
Arizona.....03	Nevada.....29	Caribbean.....54
Arkansas.....04	New Hampshire...30	Diego Garcia.....55
California.....05	New Jersey.....31	East Asia.....56
Colorado.....06	New Mexico.....32	Eastern Europe.....57
Connecticut.....07	New York.....33	Germany.....58
Delaware.....08	North Carolina...34	Greece.....59
District of Columbia	North Dakota....35	Guam.....60
(D.C.).....09	Ohio.....36	Iceland.....61
Florida.....10	Oklahoma.....37	Iran.....62
Georgia.....11	Oregon.....38	Italy.....63
Hawaii.....12	Pennsylvania....39	Japan or Okinawa.....64
Idaho.....13	Rhode Island....40	Near East.....65
Illinois.....14	South Carolina...41	Netherlands.....66
Indiana.....15	South Dakota....42	Panama Canal Zone.....67
Iowa.....16	Tennessee.....43	Philippines.....68
Kansas.....17	Texas.....44	Portugal.....69
Kentucky.....18	Utah.....45	South Korea.....70
Louisiana.....19	Vermont.....46	Spain.....71
Maine.....20	Virginia.....47	Turkey.....72
Maryland.....21	Washington(State)48	United Kingdom.....73
Massachusetts.....22	West Virginia...49	Other overseas locations
Michigan.....23	Wisconsin.....50	not listed above.....74
Minnesota.....24	Wyoming.....51	
Mississippi.....25		
Missouri.....26		

Note: A. In Q9, respondents should have marked only one location; however in some cases respondents marked more than one location. To handle this problem, Q9 is treated as TWO SEPERATE VARIABLES, Q9A and Q9B. The following procedures were used:

- If the respondent did not mark any locations, then Q9B = -1 and Q9A = -1.
- If the respondent marked only ONE LOCATION, as requested in the survey instructions, the single response will be included in Q9A (Tape Position 28-29) and Q9B (Tape Position 30-31) will be coded -3.
- If the respondent in error, marked TWO LOCATIONS, one location code will be recorded in Q9A and one location code will appear in Q9B.
- If the respondent, in error, marked THREE OR MORE LOCATIONS, the first location code marked will appear in Q9A and Code -1 will appear in Q9B.

B. If the respondent correctly marked only one response, then Q9B = -3 and Q9A = 01-74 (see above codes).

Variable Name: Q9A

Flag: F9A

Tape Position: 28-29

Codes: 01 - 74 First location marked, see above list of states  
and foreign countries  
-1 Missing

Variable Name: Q9B

Tape Position: 30-31

Codes: 01 - 74 Second location marked, see above list of states and  
foreign countries  
-1 Missing  
-3 Not Applicable, R marked only one location

10. How do you feel about your current location? Please mark the number which shows your opinion on the line below. For example, people who are Very Satisfied with their current location would mark 7. People who are Very Dissatisfied with their current location would mark 1. Other people may have opinions somewhere between 1 and 7.

VERY DISSATISFIED							VERY SATISFIED
o-----o-----o-----o-----o-----o-----o							
1	2	3	4	5	6	7	

Variable Name: Q10

Tape Position: 32-33

Codes: 01 - 07 As above, seven point satisfaction scale  
 -1 Missing

11. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tours. Count time spent at a military academy and prior enlisted service.

YEARS	
and	
MONTHS	

Variable Name: Q11

Tape Position: 34-36

Codes: 001-420 Number of months in service  
 -1 Missing  
 -4 Incomplete data entered by R, and if Q11=000 months or Q11 > 420 months, then Q11 = -4.

Note: Respondents were instructed to record the number of years and months of active military service; however, in processing the data, the length of active duty service was converted to MONTHS. If respondents recorded incomplete data in a scan grid because of left justify numeric problems, i.e., in a two character field, one number is entered in the left most response position and nothing is entered in the remaining position, then XV18 = 1, Tape position 420.

## II. SERVICE PLANS

12. When you finally leave the military, how many total years of service do you expect to have?

# YEARS


Variable Name: Q12

Flag: F12

Tape Position: 37-38

Codes: 00 - 40 # of years in service when leaving  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

13. When you finally leave the military, what pay grade do you think you will have? Mark One.

WARRANT GRADES: W1 W2 W3 W4

OFFICER GRADES: 01 02 03 04 05 06 07 08 09 010

Variable Name: Q13

Flag: F13

Tape Position: 39-40

Codes: 21 01  
 22 02  
 23 03  
 24 04  
 25 05  
 26 06  
 37 07  
 28 08  
 29 09  
 30 10  
 -1 Missing

Note: If more than one grade was marked, then the highest grade was selected. If highest grade was selected, then Variable XV5=1, (tape position 407).

14. When you finally leave the military, do you plan to join a National Guard or Reserve unit?

Mark One

Definitely Yes.....1  
 Probably Yes.....2  
 Probably No.....3  
 Definitely No.....4  
 Don't Know/Not Sure.....5

Variable Name: Q14

Tape Position: 41-42

Codes: 01 - 04 See above  
 05 Don't know/not sure  
 -1 Missing

15. Suppose there was a new military program that service personnel could participate in after they leave the military. The program requires that you must keep the military informed of your address and you could be recalled to service in the event of a national emergency. However, you would not be required to attend drills or serve on active duty, unless there was an emergency.

If you were given a bonus of \$200 for each year that you participated in this program, how many years would you be willing to stay in this program?

None 1 2 3 4 5 6 or more

Variable Name: Q15

Tape Position: 43-44

Codes: 00 - 06 Years, as above  
 -1 Missing

Note: If more than one year was marked, highest year was selected and XV6=1 (tape position 408).

16. What are the chances that your next tour of duty will be in an undesirable location? Mark one.

Does not apply, I plan to retire.....-7

No Chance.....	(0 in 10)...	00
Very slight possibility.....	(1 in 10)...	01
Slight possibility.....	(2 in 10)...	02
Some possibility.....	(3 in 10)...	03
Fair possibility.....	(4 in 10)...	04
Fairly good possibility.....	(5 in 10)...	05
Good possibility.....	(6 in 10)...	06
Probable.....	(7 in 10)...	07
Very probable.....	(8 in 10)...	08
Almost sure.....	(9 in 10)...	09
Certain.....	(10 in 10)...	10
Don't know where I'll be assigned next.		-8

Variable Name: Q16

Tape Position: 45-46

Codes:	00 - 10	See above
	-7	Retire
	-8	Don't know where I'll be assigned next
	-1	Missing



17. In what month and year were you appointed to your present pay grade?

January....	01	19	<input type="text"/>
February...	02		
March.....	03		
April.....	04		
May.....	05		
June.....	06		
July.....	07		
August.....	08		
September..	09		
October....	10		
November...	11		
December...	12		

Variable Name: Q17A (Month)

Tape Position: 47-48

Codes: 01 - 12 Month appointed to present paygrade (January - December)  
 -1 Missing

Note: If more than one month was marked, then the most recent month was selected. If latest month was selected, then Variable XV7=1 (tape position 409).

Variable Name: Q17B (Year)

Flag: F17B

Tape Position: 49-50

Codes: 50 - 79 Year appointed to present paygrade  
 -1 Missing  
 -4 Incomplete data entered by R; and if Q17B = less than 50 or more than 79, then Q17B = -4.

17. In what month and year were you appointed to your present pay grade?

January....	01	19
February...	02	
March.....	03	
April.....	04	
May .....	05	
June.....	06	
July.....	07	
August.....	08	
September..	09	
October....	10	
November...	11	
December...	12	

Variable Name: Q17A (Month)

Tape Position: 41-45

Codes: 01 - 12 Month appointed to present paygrade (January - December)  
 -1 Missing

Note: If more than one month was marked, then the most recent month was selected. If latest month was selected, then Variable XV7=1 (tape position 409).

Variable Name: Q17B (Year)

Flag: F17B

Tape Position: 46-47

Codes: 50 - 79 Year appointed to present paygrade  
 -1 Missing  
 -4 Incomplete data entered by R; and if -1 R entered  
 than 50 or more than 79, then Q17B = -4.

Note: The "Optical Scan Grid" provided for recording from this Year only permitted numeric responses between 50-99.

18. What do you think your chances are of being appointed to the next higher pay grade? Mark one.

Does not apply, I plan to retire..... -3  
 Does not apply, I plan to leave the  
     service..... -3  
 Does not apply, I do not expect any  
     more promotions..... -3

No Chance.....(0 in 10).... 00  
 Very slight possibility.(1 in 10).... 01  
 Slight possibility.....(2 in 10).... 02  
 Some possibility.....(3 in 10).... 03  
 Fair possibility.....(4 in 10).... 04  
 Fairly good possibility.(5 in 10).... 05  
 Good possibility.....(6 in 10).... 06  
 Probable.....(7 in 10).... 07  
 Very probable.....(8 in 10).... 08  
 Almost sure.....(9 in 10).... 09  
 Certain.....(10 in 10).... 10  
 Don't know..... -8

Variable Name: Q18

Tape Position: 51-52

Codes: 00 - 10 As above  
 -3 Does not apply, retiring, planning to leave  
     service or not expecting promotion  
 -8 Don't know  
 -1 Missing

19. Think for a minute about other military personnel who have the same total years of service that you have. Which of the following statements best describes when you expect your next promotion? Mark one.

Does not apply, I plan to retire.....10  
 Does not apply, I plan to leave the  
 service.....09  
 Does not apply, I do not expect any more  
 promotions.....08  
  
 EARLIER than most people who have the  
 same total years of service.....01  
 AT ABOUT THE SAME time as most people  
 who have the same total years of service..02  
 LATER than most people who have the  
 same total years of service.....03

Variable Name: Q19

Tape Position: 53-54

Codes: 01 - 03 See above  
 08 Does not apply, not expecting any more promotions  
 09 Does not apply, planning to leave the service  
 10 Does not apply, retiring  
 -1 Missing

20. How soon do you expect your next promotion? Mark one.

Does not apply, I plan to retire.....10  
 Does not apply, I plan to leave the service.....09  
 Does not apply, I do not expect any more promotions.....08  
  
 Less than 1 year.....01  
 At least 1 year but less than 2 years.....02  
 At least 2 years but less than 3 years.....03  
 At least 3 years but less than 4 years.....04  
 At least 4 years but less than 5 years.....05  
 At least 5 years but less than 6 years.....06  
 6 or more years.....07  
 Don't Know.....-7

Variable Name: Q20

Tape Position: 55-56

Codes: 01 - 07 See above  
 08 Does not apply, not expecting any more promotions  
 09 Does not apply, leaving the service  
 10 Does not apply, retiring  
 -8 Don't know  
 -1 Missing

21. Suppose you knew that your chances of being appointed to the next higher pay grade were reduced by 50% because of reduced manpower requirements. How likely would you be to remain in the service if you knew that your promotion opportunity was reduced?

No Chance.....	(0 in 10)...	00
Very slight possibility.....	(1 in 10)...	01
Slight possibility.....	(2 in 10)...	02
Some possibility.....	(3 in 10)...	03
Fair possibility.....	(4 in 10)...	04
Fairly good possibility.....	(5 in 10)...	05
Good possibility.....	(6 in 10)...	06
Probable.....	(7 in 10)...	07
Very probable.....	(8 in 10)...	08
Almost sure.....	(9 in 10)...	09
Certain.....	(10 in 10)...	10
Don't know.....		-8

Variable Name: Q21

Tape Position: 57-58

Codes: 00 - 10 See above  
-8 Don't know

-1 Missing

22. Below are some reasons military personnel may have for leaving the Armed Forces. If you have considered leaving the service in the near future, please mark the three most important reasons why you would leave the service.

Does not apply, I plan to retire.(GO TO Q23).... 01  
 Does not apply, I have not considered  
 leaving the service...(GO TO Q23)..... 01  
 Being forced out..... 01  
 Dislike location of my assignments..... 01  
 Frequency of PCS moves..... 01  
 Dislike being separated from my family..... 01  
 My family wants me to leave the service..... 01  
 Disagree with personnel policies..... 01  
 Not enough personal freedom..... 01  
 Discrimination against military personnel,  
 based on race, sex, or rank..... 01  
 Not enough opportunity for advancement..... 01  
 Low pay and allowances..... 01  
 Better civilian job opportunities..... 01  
 Reduction of military benefits..... 01  
 Decline in quality of personnel..... 01  
 Unable to practice my job skills..... 01  
 Bored with my job..... 01  
 Don't like my job ..... 01  
 Unreasonable work schedules and long  
 hours or work..... 01  
 Plan to continue my education/use  
 G.I./VEAP benefits..... 01

Variable Name: Content: (Reas. Wd. Lv. Serv.) Flag: Tape Position:

Q22A	Retire	F22A	59-60
Q22B	Haven't considered		61-62
Q22C	Forced out		63-64
Q22D	Location of assignments		65-66
Q22E	Freq. PCS moves		67-68
Q22F	Family separation		69-70
Q22G	Family wants leave serv.		71-72
Q22H	Personnel policies		73-74
Q22I	Not enough freedom		75-76
Q22J	Discrimination		77-78
Q22K	Not enough opp. advment		79-80
Q22L	Low pay allowance		81-82
Q22M	Bttr. civ. opps.		83-84
Q22N	Reductin mil. bnfts.		85-86
Q22O	Decline personnel qual.		87-88
Q22P	Unable to prac. job skills		89-90
Q22Q	Bored with job		91-92
Q22R	Don't like job		93-94
Q22S	Unreas. wk sched.		95-96
Q22T	Continue education		97-98

Codes for Q22A-Q22T: 00 Not marked, but marked at least one item in  
Q22A - Q22T  
01 Marked  
-1 Missing data from all sub-items, Q22A-Q22T

- Note: (1) Respondents were instructed to mark the THREE MOST IMPORTANT REASONS for leaving the service, however in some cases more than 3 responses were marked. All marked responses will appear in the data file even though the question requested 3.
- (2) In processing this question, the item was actually treated as a "Mark All That Apply" item, therefore each sub-item in Q22 was treated as a separate variable, Q22A-Q22T. Code 01 indicates that the specific response category was marked; however, code 00 indicates that the specific response category was not marked, but that another category in the series was marked. Code -1 "Missing" is assigned only in those cases where the respondent left all of the response categories of the question blank.



## III. MILITARY WORK EXPERIENCE

23. Follow the instructions below for your service:

- ARMY: Record your current Primary Specialty and the first Primary Specialty (or MOS) that you received when you entered active duty. For your Specialty Code, use the first two numbers and the letters. For example, Specialty 63A would be marked as 63A. Do not make any marks for the fourth letter/number. If you received a MOS when you entered the service, record the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.
- NAVY: Record your current Primary Designator and the first Primary Designator that you received when you entered active duty. Use all four digits of your Designator. For example, designator 8518 would be marked as 8518.
- MARINE CORPS: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 8301 would be marked as 8301.
- AIR FORCE: Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC--DO NOT USE LETTERS. For example, AFSC A43130C would be marked as 4313.

INSTRUCTIONS: Write ONE number or letter in each box. Then, mark the matching circle beneath each box.

A. MY CURRENT PRIMARY SPECIALTY/DESIGNATOR/MOS/AFSC is:

□	□	□	□
First	Second	Third	Fourth
Letter/Number	Letter/Number	Letter/Number	Letter/Number

- o I don't know my Current Primary Specialty/Designator/MOS/AFSC

Note: See Appendix B for a discussion of a special coding and editing performed on Q23A - D and Q23F - I.

## QUESTION ITEM 23A "CURRENT PMOS" CONTINUED

- Note: A. In processing Q23, each letter/number of the current MOS is treated as a separate variable which is assigned two (2) tape positions. Q23A = 1st char., Q23B = 2nd char., Q23C = 3rd char., Q23D = 4th char. Variable Q23E is marked if the respondent does not know his/her MOS. If the respondent marked Don't Know in Q23E, then Q23A-Q23D were RECODED to Code -3 (Not Applicable).
- B. Each letter/number of the current MOS is right-justified, preceded by a Blank.
- C. If Q23 (Current MOS) was left completely unanswered-that is, R did not mark his/her MOS and did not mark don't know, then all variables in the series Q23A-Q23D were coded -1 for Missing and Q23E = 9 for Missing.
- D. If the respondent marked only one or two characters of his/her current MOS but did not mark the third or fourth char., BLANKS were left in those omitted response fields of the current MOS.
- E. It is important to note that code -3 (Not Applicable) responses in Q23A-Q23D should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

Variable Name:	Content:	Tape Position:
Q23A	1st Ltr/#Curr.Pri.MOS	99-100
Q23B	2nd Ltr/#Curr.Pri.MOS	101-102
Q23C	3rd Ltr/#Curr.Pri.MOS	103-104
Q23D	4th Ltr/#Curr.Pri.MOS	105-106

Codes for Q23A-Q23D:	A - Z	Letter of Current PMOS
	0 - 9	Number of Current PMOS
	-1	Missing data in all sub-items in Q23A-E
	-3	Not Applicable; R does not know his/her Current PMOS
	Blank	Blank response; if respondent marked only one or two characters of the current MOS but didn't mark the 3rd or 4th character, BLANKS were left in those omitted response fields.

Variable Name:	Content:	Tape Position:
Q23E	Don't know my current PMOS	107

Codes:	1	Don't know my current PMOS
	0	Not applicable; R recorded his/her current PMOS in Q23A-Q23D.
	9	Missing data in all sub-items in Q23A-Q23E

B. MY FIRST PRIMARY SPECIALTY/DESIGNATOR/MOS/AFSC AT ENTRY WAS:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
First	Second	Third	Fourth
Letter/Number	Letter/Number	Letter/Number	Letter/Number

I don't know my First Primary Specialty/Designator/  
MOS/AFSC

- Note: A. In processing Q23, each letter/number of the FIRST MOS received at entry into the military is treated as a separate variable which is assigned two (2) tape positions. Q23F = 1st char. Q23G = 2nd char, Q23H = 3rd char, Q23I = 4th char, Variable Q23J is marked if the respondent did not know his/her first MOS. If the respondent marked Don't Know in Q23J, then Q23 F-I were RECODED to Code -3 (Not Applicable).
- B. Each letter/number of the First MOS is right-justified, preceded by a Blank.
- C. If Q23 (First MOS) was left completely unanswered that is, R did not mark his/her first MOS and did not mark don't know the First MOS, then all variables in the series Q23F-Q23I were coded as -1 for "Missing" and Q23J =9) for "Missing" data.
- D. If the respondent marked only one or two characters of his/her First MOS but did not mark the third or fourth character, BLANKS were left in those omitted fields of the first MOS.
- E. It is important to note that code -3 (Not Applicable) responses in Q23F-Q23I should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

Variable Name:	Content:	Tape Position:
Q23F	1st Ltr/# First PMOS	108-109
Q23G	2nd Ltr/# First PMOS	110-111
Q23H	3rd Ltr/# First PMOS	112-113
Q23I	4th Ltr/# First PMOS	114-115

Codes for Q23F-Q23I:

A - Z	Letter of First PMOS
0 - 9	Number of First PMOS
-1	Missing data in all sub-item (Q23F-Q23J)
-3	Not Applicable; R did not know his/her first PMOS
Blank	Blank response (see explanation in Q23A - Q23D)

Variable Name:	Content:	Tape Position:
Q23J	Don't Know My First PMOS	116

Codes:

1	Don't know my First PMOS
0	Not applicable; R recorded his/her first PMOS in Q23F-Q23I.
9	Missing data in all sub-items in Q23F-Q23J.

24. LAST MONTH, how much of the time did you work in jobs outside your current Primary SPECIALTY/DESIGNATOR/MOS/AFSC?

Most of the time	1
About half of the time	2
Some of the time	3
Very little of the time	4
None of the time	5

Variable Name: Q24

Tape Position: 117-118

Codes:

01 - 05	As above
-1	Missing

25.... working during regular daytime hours--that is, 6:00 a.m. to 6:00 p.m., Monday through Friday?

26.... working during hours OTHER THAN regular daytime hours? Please  
count hours worked during the EVENINGS, AT NIGHT, ON WEEKENDS  
AND OTHER HOURS NOT INCLUDING 6:00 a.m. to 6:00 p.m., Monday  
through Friday.

27... Please add the number of hours listed in Q25 and Q26 and enter in the boxes below for Q27.

25.  
HOURS WORKED  
DURING  
REGULAR  
DAYTIME  
HOURS

---

26.  
HOURS WORKED  
OTHER THAN  
REGULAR  
DAYTIME  
HOURS

\_\_\_\_\_

27.

TOTAL  
HOURS  
WORKED  
LAST WEEK

Figure 1. Schematic representation of the experimental design. The subjects were divided into two groups: the control group and the experimental group. The control group was divided into two subgroups: the control group and the experimental group. The experimental group was divided into two subgroups: the control group and the experimental group. The control group was divided into two subgroups: the control group and the experimental group. The experimental group was divided into two subgroups: the control group and the experimental group.

28. Please check: is the number you entered in Q27 the TOTAL NUMBER OF HOURS THAT YOU WORKED DURING THE LAST WEEK? IF NOT, PLEASE CORRECT THE ANSWERS IN THE PRECEDING BOXES FOR Q25, 26, AND 27.

Variable Name:	Content:	Flag:	Tap Position:
Q25	Hrs. wkd. reg. daytime		119-120
Q26	Hrs. wkd. other		121-122
Q27	Total hrs. worked	E27	123-124

Codes for Q25-Q27:	00 - 98	Hrs. worked
	99	worked 99 or more hrs.
	-1	Missing
	-4	Incomplete data entered by R, or outside range

29. In the last seven days, how many hours were you on call/on alert status/on a duty roster?

None

☐

Variable Name: Q29

Tape Position: 125-126

Codes:	00	None
	01 - 99	Number of hours on call last week
	-1	Missing
	-4	Incomplete data entered by R, or out-of-range

## IV. INDIVIDUAL CHARACTERISTICS

30. Are you male or female?

Male..... 1  
Female..... 2

Variable Name: Q30

Flag: F30

Tape Position: 127-128

Codes: 01 Male  
02 Female  
-1 Missing

31. How old were you on your last birthday?

AGE LAST BIRTHDAY


Variable Name: Q31

Flag: F31

Tape Position: 129-130

Codes: 16 - 65 Age on last birthday  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

32. When you FIRST ENTERED ACTIVE SERVICE, how old were you? Count time spent at a military academy and prior enlisted service as active duty.

AGE AT ENTRY


Variable Name: Q32

Flag: F32

Tape Position: 131-132

Codes: 16 - 65 Age when entering active service  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

33. What do you consider to be your main racial or ethnic group?

Mark One

Afro-American/Black/Negro.....1  
 American Indian/Alaskan Native.....2  
 Hispanic/Puerto Rican/Mexican/  
 Cuban/Latin/Chicano/Other Spanish....3  
 Oriental/Asian/Chinese/Japanese/  
 Korean/Filipino/Pacific Islander.....4  
 White/Caucasian.....5  
 Other.....6  
 Specify \_\_\_\_\_

Variable Name: Q33

Flag: F33

Tape Position: 133-134

Codes: 01 - 06 As above  
 -1 Missing

34. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status? Count time spent at a military academy and prior enlisted service as active duty.

Married.....1  
 Widowed.....2  
 Divorced.....3  
 Separated.....4  
 Single, never married.....5

Variable Name: Q34

Flag: F34

Tape Position: 135-136

Codes: 01 - 05 See above  
 -1 Missing



35. What is your marital status NOW?

Married.....1  
 Widowed.....2  
 Divorced.....3  
 Separated.....4  
 Single, never married.....5

\* IF YOU ARE NOT MARRIED NOW, GO TO Q46

-----

Variable Name: Q35

Flag: F3

Type Position: 127-136

Codes: 01 - 05 See above  
 -1 Missing

Note: QUESTIONS 36-37 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q35), then the R should NOT answer Q36-Q37.
- If the respondent is MARRIED (See Q35), then the R should ANSWER Q36-Q37.

\*IF YOU ARE NOT MARRIED, GO TO Q40

36. How many years have you been married to your current spouse?

o Less than 1 year

# YEARS MARRIED

Variable Name: Q36

Flag: F06

Tape Position: 141-14

Codes: 00 Less than 1 year  
 01 - 49 Number of years married  
 -1 Missing  
 -3 Not Applicable; R is not married  
 -4 Incomplete data entered by R,  
 or out-of-range

37. How old was your spouse on his or her last birthday?

Variable Name: Q37

Tape Position: 141-142

Codes: 14 - 75 Age of spouse  
 -1 Missing  
 -3 Not Applicable; R is not married  
 -4 Incomplete data entered by R,  
 or out-of-range

Note: QUESTION 38 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q35), then the R should NOT answer Q38.
- If the respondent is MARRIED (See Q35), then the R should answer Q38.

38. Has your SPOUSE ever served on active duty in the military service?

Mark all that apply

- A. No, my spouse has NEVER SERVED..... 0
- B. Yes, my spouse is CURRENTLY SERVING as an:
  - o Enlistee..... 1
  - o Officer..... 2
- C. Yes, my spouse PREVIOUSLY SERVED as an:
  - o Enlistee..... 3
  - o Officer..... 4

Note: QN38 was treated as three separate variables, Q38A, Q38B and Q38C, as explained on the next page.

Variable Name:      Content:                      Tape Position:

Q38A              Spouse never served                      143-144  
                    in military

Codes for Q38A:    01      Spouse has served in military, either currently  
                                                 in service or previously served.  
                                                 00      Spouse never served in military  
                                                 -1      Missing  
                                                 -3      Not Applicable; R is not married

Variable Name:      Content:                      Tape Position:

Q38B              Spouse currently serving                      145-146  
                                         in military

Codes for Q38B:    00      Spouse is not currently serving in the military  
                                                 01      Spouse is currently an enlistee in the military  
                                                 02      Spouse is currently an officer in the military  
                                                 -1      Missing  
                                                 -3      Not Applicable; R is not married

Variable Name:      Content:                      Tape Position:

Q38C              Spouse prev. served                      147-148  
                                         in military

Codes for Q38C:    00      Spouse did not previously serve in the military  
                                                 03      Spouse previously served as an enlistee  
                                                 04      Spouse previously served as an officer  
                                                 -1      Missing  
                                                 -3      Not Applicable; R is not married

Note: Q39 is not answered by all respondents.

- If the respondent is NOT MARRIED (See Q35), then the R should NOT answer Q39.
- If the respondent is MARRIED (See Q35), then the R should answer Q39.

39. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for? Mark One.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (Include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q39

Tape Position: 149-150

Codes: 01 - 08 Elementary school, grades 1-8  
 09 - 12 High School, grades 9 - 12  
 13 - 20 College, 1 to 8 or more years  
 -1 Missing  
 -3 Not Applicable; R is not married

Note: If more than one grade was marked, the highest grade was selected.  
 If highest grade was selected, then Variable XV8 = 1 (Tape Position 410).

40. When you FIRST ENTERED ACTIVE SERVICE, what was the highest grade or or year of regular school or college you had COMPLETED and GOTTEN CREDIT for? Count time spent at a military academy and prior enlisted service as active duty. Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q40

Flag: F40

Tape Position: 151-152

Codes: 01 - 08 Elementary school, grades 1 - 8  
 09 - 12 High school, grades 9 - 12  
 13 - 20 College, 1 to 8 or more years  
 -1 Missing

Note: If more than one grade was marked, the highest grade was selected.  
 If highest grade was selected, then Variable XV9 = 1 (tape position 411)

41. AS OF TODAY, what is your highest education level? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q41

Flag: F41

Tape Position: 153-154

Codes: 01 - 08 Elementary school, grades 1 - 8  
 09 - 12 High school, grades 9 - 12  
 13 - 20 College, 1 to 8 or more years  
 -1 Missing

Note: If more than one grade was marked, the highest grade was selected.  
 If highest grade was selected, then Variable XV10 = 1 (tape position 412).

42. When you FIRST ENTERED ACTIVE SERVICE, what was the highest degree or diploma that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS. Count time spent at a military academy and prior enlisted service as active duty.

Mark One

No Degree or Diploma.....00	Bachelor's Degree (BA/BS).....16
GED Certificate.....11	Master's Degree (MA/MS).....17
High School Diploma.....12	Doctoral Degree (PhD/MD/LLB)....20
Associate/Junior College Degree.....14	Other Degree not listed above...22

Variable Name: Q42

Tape Position: 155-156

Codes:	00	No degree
	11	GED
	12	Diploma
	14	Associate Degree
	16	Bachelors Degree
	17	Master's Degree
	20	Doctoral Degree
	22	Other
	-1	Missing

Note: If more than one degree was marked, the highest degree was selected. If highest degree was selected, then Variable XV11 = 1, (tape position 413).

43. AS OF TODAY, what is the highest degree or diploma that you hold?  
DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS.

Mark One

No Degree or Diploma.....00	Bachelor's Degree (BA/BS).....16
GED Certificate.....11	Master's Degree (MA/MS).....17
High School Diploma.....12	Doctoral Degree (PhD/MD/LLB)....20
Associate/Junior College Degree.....14	Other Degree not listed above...22

Variable Name: Q43

Tape Position: 157-158

Codes:    00            No degree  
          11            GED  
          12            Diploma  
          14            Associate Degree  
          16            Bachelors Degree  
          17            Master's Degree  
          20            Doctoral Degree  
          22            Other  
          -1            Missing

Note: If more than one degree was marked, the highest degree was selected. If highest degree was selected, then Variable XV12 = 1, (tape position 414).

44. How many dependents do you have? Do not include yourself or your spouse.

None   1   2   3   4   5   6   7   8   9   10 or more

\*       IF NONE, GO TO Q47       \*

Variable Name: Q44

Flag: F44

Tape Position: 159-160

Codes:    00 - 09       Dependents  
          10            10 or more dependents  
          -1            Missing

Note: If more than one number was marked, the lowest number was selected. If lowest number was selected, then Variable XV13 = 1 (tape position 415).



Note: QUESTIONS 45-46 ARE NOT ANSWERED BY ALL RESPONDENTS.

- If the respondent does not have any dependents (R and spouse are not counted as dependents) (See Q44), then the R should not answer Q45 and Q46.
- If the respondent does have dependents (R and spouse are not counted as dependents) (See Q44), then the respondent should answer Q45 and Q46.

THE NEXT FEW QUESTIONS ARE ABOUT THE DEPENDENTS YOU COUNTED IN Q44.

45. How many of these dependents are children, including stepchildren and adopted children, who are UNDER 14 YEARS OLD?

None 1 2 3 4 5 6 7 8 9 10 or more

Variable Name: Q45

Flag: F45

Tape Position: 161-162

Codes: 00 - 09 Dependents  
 10 10 or more dependents  
 -1 Missing  
 -3 Not applicable; R does not have dependents

Note: If more than one number was marked, the lowest number was selected.  
 If lowest number was selected, then Variable XV14 = 1,  
 (tape position 416).

46. How many of these dependents are children, including stepchildren and adopted children, who are 14 YEARS OR OLDER?

None 1 2 3 4 5 6 7 8 9 10 or more

Variable Name: Q46

Flag: F46

Tape Position: 161-162

Codes: 00 - 09 Dependents  
 10 10 or more dependents  
 -1 Missing  
 -3 Not Applicable; R does not have dependents

Note: If more than one number was marked, the lowest number was selected.  
 If lowest number was selected, then Variable XV15 = 1, (tape position 417).

47. How many people, including your spouse, are living with you now at your current location?

None 1 2 3 4 5 6 7 8 9 10 or more

Variable Name: Q47

Tape Position: 165-166

Codes:	00 - 09	Dependents
	10	10 or more dependents
	-1	Missing

Note: If more than one number was marked, the lowest number was selected.  
If lowest number was selected, then Variable XV16 = 1, (tape position 418).

I live in civilian housing.....	1
I live in the following type of military quarters:	
On Board Ship.....	2
Open Bay/Troop Barracks.....	3
Bachelor Officer Quarters (BOQ).....	4
ON-BASE Military Family Housing.....	5
OFF-BASE Military Family Housing, including leased and rental guaranteed housing.....	6

Tape Position: 167-168

49. How do you feel about your current housing?  
Mark one number on the line below.

VERY DISSATISFIED 1 2 3 4 5 6 7 VERY SATISFIED

Tape Position: 169-170

Codes: 01 - 07 As above, seven point satisfaction scale  
-1 Missing

Note: QUESTION 50 IS NOT ANSWERED BY ALL RESPONDENTS:

- Question 50 should only answered by respondents who currently live in military housing (See Q48).
- Respondents who live in civilian housing (See Q48) should not have answered this question.

\* IF YOU LIVE IN CIVILIAN HOUSING, GO TO Q51 \*

50. Suppose you had to rent civilian housing at your current location--How much do you think you would have to pay PER MONTH, including utilities, for civilian housing in this area? Please give your best estimate.

\$

Variable Name: Q50

Tape Position: 171-174

Codes: 0000-1600 \$ Estimated cost for civilian housing

- 1 Missing
- 3 Not Applicable; R lives in civilian housing
- 4 Incomplete data entered by R,  
or out-of-range

Note: QUESTIONS 51 AND 52 ARE NOT ANSWERED BY ALL RESPONDENTS:

- Questions 51 and 52 should only be answered by respondents who live in civilian housing (See Q48).
- Respondents who live in military housing (See Q48) should NOT answer Q51 or Q52.

\* IF YOU LIVE IN MILITARY HOUSING, GO TO QUESTION 54.

51. Which of the following best describes your main reason for living in civilian housing? Mark One.

I am not eligible to live in military housing.....1  
 I'm waiting to be assigned to military housing.....2  
 Military housing was not available.....3  
 I prefer civilian housing.....4  
 I have other reasons.....5

Variable Name: Q51

Tape Position: 175-176

Codes: 01 - 05 As above  
 -1 Missing  
 -3 Not Applicable; R lives in military housing

52. Is the CIVILIAN HOUSING that you live in now --

Owned or being bought by you or some one in  
 your household .....1  
 Rented for cash .....2  
 Occupied without payment of cash rent .....3

\* IF YOU OWN YOUR CURRENT RESIDENCE, GO TO Q54

Variable Name: Q52

Tape Position: 177-178

Codes: 01 - 03 As above  
 -1 Missing  
 -3 Not Applicable; R lives in military housing

Note: QUESTION 53 IS NOT ANSWERED BY ALL RESPONDENTS.

- Question 53 should only be answered by respondents who live in CIVILIAN HOUSING (See Q48) which is RENTED/OCCUPIED RENT FREE (See Q52).
- Question 53 should not be answered by respondents who live in MILITARY HOUSING.
- Question 53 should not be answered by respondents who live in civilian housing which they OWN. (See Q.48 and Q52).

53. LAST MONTH, what did you pay for rent and utilities for the civilian housing that you live in now?

\$  ,

Variable Name: Q53

Tape Position: 179-182

Codes: 0000-1600 \$ rent actually paid for civilian housing  
 -1 Missing  
 -3 Not Applicable; R lives in military housing,  
 or owns housing  
 -4 Incomplete data entered by R,  
 or out-of-range

Note: QUESTION 54 IS ANSWERED BY ALL RESPONDENTS.

54. How many homes do you own?

None One Two Three or more

\* IF NONE, GO TO Q59 \*

Variable Name: Q54

Tape Position: 183-184

Codes: 00 - 03 Number of homes owned  
 -1 Missing

Note: QUESTIONS 55-56 ARE NOT ANSWERED BY ALL RESPONDENTS.

- If the respondent OWNS ONE OR MORE HOMES, (see Q54) THEN Q55-56 should be answered .
- If the respondent does NOT OWN any homes, then Q55-56 should NOT have been answered.

The next few questions are about the home that you own. If you own more than one home, answer the following questions about your main residence.

55. In what year did you get that home?

19\_\_ \_\_

Variable Name: Q55

Tape Position: 185-186

Codes: 34 - 79 \$ price of house  
 -1 Missing  
 -3 Not Applicable; R does not own home  
 -4 Incomplete data entered by R,  
 or out-of-range

56. What was the purchase price of this home?

\$ \_\_ \_\_ , \_\_ \_\_

Variable Name: Q56

Tape Position: 187-192

Codes: 000000-500000 \$ price of house  
 -1 Missing  
 -3 Not Applicable; R does not own home  
 -4 Incomplete data entered by R,  
 or out-of-range

Note: QUESTIONS 57-58 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent OWNS ONE OR MORE HOMES, then Q57-58 should be answered.
- If the respondent does NOT OWN any homes, then Q57-Q58 should NOT have been answered.

57. LAST MONTH, what was your monthly mortgage payment for this home?

\$ \_\_\_\_\_

Variable Name: Q57

Tape Position: 193-196

Codes: 000-1800 \$ monthly mortgage payment  
 -1 Missing  
 -3 Not Applicable; R does not own a home  
 -4 Incomplete data entered by R  
 or out-of-range

58. Were real estate taxes included in the mortgage payment listed in Q57?

Yes.....1  
 No.....0

Variable Name: Q58

Tape Position: 197-198

Codes: 00 No  
 01 Yes  
 -1 Missing  
 -3 Not Applicable; R does not own a home



## VI. MILITARY COMPENSATION AND BENEFITS

59. What is the amount of your MONTHLY basic pay before taxes and other deductions? If you don't know the exact amount, please give your best estimate.

\$ \_\_\_\_\_

Variable Name: Q59

Tape Position: 199-202

Codes: 0400-4200 \$ monthly basic pay  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

60. What is the amount of your MONTHLY Basic Allowance for Quarters (BAQ)? BAQ is a cash payment for housing. If you don't know the exact amount, please give your best estimate.

o I do not receive a BAQ

\$ \_\_\_\_\_

Variable Name: Q60

Tape Position: 203-205

Codes: 001 - 500 \$ monthly basic allowance for quarters  
 000 Don't Receive BAQ  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

61. What is the amount of your MONTHLY Basic Allowance for Subsistence (BAS)? BAS is a cash payment for food. If you don't know the exact amount, please give your best estimate.

o I do not receive a BAS

\$ \_\_\_\_\_

Variable Name: Q61

Tape Position: 206-208

Codes: 001 - 100 \$ monthly basic allowance for Subsistence  
 000 Don't Receive BAS  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

62. What is the amount of the MONTHLY Federal Tax Advantage of your Quarters and Food Allowances (BAS AND BAQ)? If you don't know the exact amount, please give your best estimate.

I never heard of the Federal Tax  
 Advantage.....-7  
 I don't know the amount of the  
 Federal Tax Advantage.....-8

\$ \_\_\_\_\_

Variable Name: Q62

Tape Position: 209-211

Codes: 000 - 450 \$ monthly Federal Tax Advantage  
 -7 I never heard of the Federal Tax advantage  
 -8 I don't know the amount of the Federal Tax Advantage  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

63. Which of the following special monthly pays or allowances do you currently receive? Be sure to mark all that apply.

I don't receive any special monthly pays..... 1  
 Jump Pay..... 1  
 Sea Pay..... 1  
 Submarine Pay..... 1  
 Flight Pay..... 1  
 Foreign Duty Pay..... 1  
 Pro Pay..... 1  
 COLA (Overseas Cost of Living Allowance)..... 1  
 Overseas Special Housing Allowance..... 1  
 Other Special Pays or Allowances--Specify  
 Below..... 1

(1) \_\_\_\_\_

\* IF YOU DO NOT RECEIVE ANY SPECIAL PAYS, GO TO Q65 \*

Variable Name:	Content:	Flag:	Tape Position:
Q63A	Don't Rec. Spec. Mo. Pays	F63	212-213
Q63B	Jump Pay		214-215
Q63C	Sea Pay		216-217
Q63D	Submarine Pay		218-219
Q63E	Flight Pay		220-221
Q63F	Foreign Duty Pay		222-223
Q63G	Pro Pay		224-225
Q63H	COLA		226-227
Q63I	Overseas Spec. Hsg. Allow.		228-229
Q63J	Other Spec. Pay		230-231

Codes for variables Q63A-Q63J:

01 Item was marked  
 -1 Missing data from all sub-items, Q63A-Q63J  
 00 R did not mark this item, but marked at  
 least one item in Q63A-Q63J.

Note: In processing Q63, this item was treated as a "Mark All That Apply" item, therefore each sub-item in Q63 was treated as a separate variable, Q63A-Q63J. Code 01 indicates that the response category was marked; however, Code 00 indicates that the response category was NOT marked, but that another category in the series was marked.

Note: QUESTION 64 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent currently does receive special monthly pays or allowances (See Q63), then Q64 should be answered.
- If the respondent does NOT currently receive special monthly pays or allowances (See Q63), then Q64 should NOT be answered.

\* IF YOU DO NOT RECEIVE ANY SPECIAL PAYS, GO TO Q.65 \*

64. How much do you currently receive each month, before taxes and other deductions, from the special monthly pays and allowances listed in Q63?

\$

Variable Name: Q64

Tape Position: 232-235

Codes:	0000-2000	\$ currently received each month
	-1	Missing
	-3	Not Applicable: R did not receive any special monthly pays
	-4	Incomplete data entered by R, or out-of-range

65. On the average, about how much money do you, your spouse or your dependents spend each month in the military exchanges (e.g., PX, BX, Ship Store, etc.)? Please give your best estimate.

\$   ,

Variable Name: Q65

Tape Position: 236-239

Codes: 0000-1500 \$ spent in military exchanges each month  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

66. About how much money do you, your spouse or your dependents spend each month in military commissaries? Please give your best estimate.

\$   ,

Variable Name: Q66

Tape Position: 240-243

Codes: 0000-1500 \$ spent in commissary each month  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

67. About how much money do you, your spouse or your dependents spend each month at CIVILIAN grocery stores? Please give your best estimate.

\$   ,

Variable Name: Q67

Tape Position: 244-247

Codes: 0000-1500 \$ spent each month at civilian grocery stores  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

68. Suppose you are assigned to a duty station where Military Medical Services, Military Commissaries and Military Exchanges are not available. At that duty station you would be paid three additional monthly allowances to make up for the lack of these services.

- A. How much of an additional monthly allowance do you think would be fair to make up for the lack of MILITARY MEDICAL SERVICES at such a location?

Fair Monthly Allowance  
for Medical Services

\$

- B. How much of an additional monthly allowance do you think would be fair to make up for the lack of MILITARY COMMISSARIES at such a location?

Fair Monthly Allowance  
for Military Commissaries

\$

- C. How much of an additional monthly allowance do you think would be fair to make up for the lack of MILITARY EXCHANGES at such a location?

Fair Monthly  
Allowance for Military  
Exchanges

\$

Variable Name:	Content:	Tape Position:
Q68A	Fair Mo. Allow. Medical Serv.	246-250
Q68B	Fair Mo. Allow. Mil. Commissaries	251-253
Q68C	Fair Mo. Allow. Mil. Exchanges	254-256
Codes for Q68A-Q68C:	000 - 999 \$ Fair Monthly Allow.	
	-1 Missing	
	-4 Incomplete data entered by R, or out-of-range	

69. How much money do you currently contribute each month to the Veteran Education Assistance Program (VEAP)?

- ☐ I am not eligible to participate in VEAP.....6
- ☐ I am eligible, but I do not participate  
in VEAP.....1
- ☐ \$50 per month.....2
- ☐ \$55 per month.....3
- ☐ \$60 per month.....4
- ☐ \$65 per month.....5
- ☐ \$70 per month.....6
- ☐ \$75 per month.....7

Variable Name: Q69

Tape Position: 257-258

Codes: 00 - 07 As above  
-1 Missing

70. During 1978, how much money did your service contribute to pay for your educational expenses at a civilian school?

☐ None

\$  ,

Variable Name: Q70

Tape Position: 259-262

Codes: 0001-9999 \$ spent to contribute to pay educational expenses  
0000 None  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

71. AS OF TODAY, how many unused official military leave days do you have?

☐ None

# OF UNUSED LEAVE DAYS

Variable Name: Q71

Tape Position: 263-264

Codes: 01 - 99 # of unused leave days  
00 None  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

72. In the past 5 years--that is from 1974 to now, how many military leave days did you lose because you were not able to get time off from your military assignment?

o None

☐ ☐  
☐ ☐

Variable Name: Q72

Tape Position: 265-266

Codes: 01 - 99 # of leave days lost in past 5 years  
 00 None  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

#### VII. MILITARY RETIREMENT SYSTEM

73. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 20 years of service--under the current retirement system, what percent of your basic pay would you receive as retirement pay?

☐ ☐ ☐  
☐ ☐ ☐

Variable Name: Q73

Tape Position: 267-268

Codes: 00 - 99 % of basic pay would receive at retirement, under  
 the current system  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range



74. Suppose you retired with 20 years of service at an 0-5 pay grade and you had to choose the way in which your retirement benefits would be paid. Which of the following would you choose? The payments listed below would be the initial payment schedule; however, your future payments would be adjusted for inflation and taxed in the same way as the current retirement system.

	Mark One
\$12,630 a year for a lifetime.....	1
\$14,200 a year for 20 years.....	2
\$19,670 a year for 10 years.....	3
\$31,890 a year for 5 years.....	4
\$69,650 a year for 2 years.....	5
A lump sum of \$120,870 at the time of retirement.....	6

Variable Name: Q74

Tape Position: 269-270

Codes: 01 - 06 As above  
-1 Missing

75. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active duty. Under this new plan, people who remain in the military for 10 or more years would receive the following two benefits:

- o A special lump sum bonus at the time they leave the service. This bonus would be taxed.

AND

- o Retirement pay.

If the benefits shown below had been available at the time you first entered active duty, how many total years would you have planned to serve in the military? Enter your answer in A. below.

#### DESCRIPTION OF DIFFERENT RETIREMENT PLAN

YEARS OF SERVICE	AMOUNT OF LUMP SUM BONUS YOU WOULD RECEIVE AT THE TIME YOU RETIRED	AMOUNT OF BASIC PAY YOU WOULD RECEIVE AS RETIREMENT BENEFITS	AGE WHEN RETIREMENT BENEFITS WOULD BEGIN
Less than 10	\$ 0	0%	None
10	16,000	20.0%	65 years old
11	20,000	22.5%	65
12	24,000	25.0%	65
13	30,000	27.5%	65
14	36,000	30.0%	65
15	44,000	32.5%	62
16	52,000	35.0%	62
17	60,000	37.5%	62
18	68,000	40.0%	62
19	76,000	42.5%	62
20	84,000	45.0%	60
21	92,000	48.0%	60
22	100,000	51.0%	60
23	108,000	54.0%	60
24	114,000	57.0%	60
25	120,000	60.0%	60
26	124,000	63.0%	60
27	128,000	66.0%	60
28	132,000	69.0%	60
29	136,000	72.0%	60
30	140,000	75.0%	55

A. UNDER THIS PLAN, I WOULD HAVE PLANNED TO SERVE:

EXPECTED YEARS OF SERVICE


Variable Name: Q75A

Tape Position: 271-272

Codes:    00 - 99    Expected years of service under new plan  
          -1        Missing  
          -4        Incomplete data entered by R,  
                  or out-of-range

Note: Some respondents apparently entered 00 years as a protest against the "new retirement plan" e.g. R would not be willing to serve any years under the plan described in Q75. It was anticipated that some respondents would not want to participate in the new plan; therefore, the optical scan format allowed respondents to enter any numeric response between 00-99. The question itself did not instruct respondents to use the 00 year option.

B. If you had served the number of years you entered in Q75A, what pay grade do you think you would have had when you left the military?

WARRANT GRADES: W1 W2 W3 W4

OFFICER GRADES: 01 02 03 04 05 06 07 08 09 010

Variable Name: Q75B

Tape Position: 273-274

Codes:    21        01  
          22        02  
          23        03  
          24        04  
          25        05  
          26        06  
          27        07  
          28        08  
          29        09  
          30        010  
          -1        Missing  
          -4        Marked warrant grade--W1,W2,W3,W4--(out-of-range)

Note: If more than one grade was marked, the highest grade was selected. If highest grade was selected, then variable XV17 = 1, (tape position 409).

76. If you had a choice, which military retirement plan would you choose?

Mark One

Military Retirement Plan described in  
 Question 75.....1  
 Current Military Retirement Plan.....2

Variable Name: Q76

Tape Position: 275-276

Codes: 01 - 02 As above  
 -1 Missing

#### VIII. CIVILIAN LABOR FORCE EXPERIENCE

77. During 1978, how many HOURS per week did you spend on the average working at a civilian job or at your own business during your off-duty hours?

o None (Go to Q79)

USUAL #  
 HOURS PER WEEK

Variable Name: Q77

Tape Position: 277-278

Codes: 01 - 99 # usual hours per week at civilian job  
 00 None  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

Note: QUESTION 78 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent did not work at a civilian job during off-duty hours in 1978 (See Q77), then Q78 should not be answered.
- If the respondent worked at a civilian job during off-duty hours in 1978 (See Q77), then Q78 should be answered.

78. Altogether in 1978, what was the total amount that you earned, before taxes and other deductions, for working during your off-duty hours?

\$ \_\_\_\_\_

Variable Name: Q78

Tape Position: 278-280

Codes: 00000-99999 \$ earned last year working during off-duty hours

-1	Missing
-2	Illegal
-3	Not Applicable; R did not work at a civilian job
-4	Incomplete data entered by R, or out-of-range

Note: QUESTION 79 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is not married (See Q35), then Q79 should not be answered.
- If the respondent is married (See Q35), then Q79 should be answered.

IF YOU ARE NOT MARRIED, GO TO Q82.

The next few questions are about your spouse's employment.

79. Last week, was your SPOUSE working full-time or part-time, going to school, keeping house, or doing something else?

My spouse was:

Mark All That Apply

In the Armed Forces..... 1  
 Working full time in civilian job... 1  
 Working part-time in civilian job... 1  
 Self-employed in his or her own  
 business..... 1  
 With a job, but not at work because  
 of TEMPORARY illness, vacation,  
 strike, etc..... 1  
 Unemployed, laid off, looking for  
 work..... 1  
 Retired ..... 1  
 school ..... 1  
 Keeping house/Responsible for  
 child care..... 1  
 Other ..... 1

Variable Name:	Content:	Tape Position:
Q79A	Last Wk. Spouse in Armed Forces	284-285
Q79B	Last Wk. Spouse Wkng Full Time Civ. Job	286-287
Q79C	Last Wk. Spouse Wkng Part Time Civ. Job	288-289
Q79D	Last Wk. Spouse Self Employed	290-291
Q79E	Last Wk. Spouse Had Job Temp. Off	292-293
Q79F	Last Wk. Spouse Unemployed	294-295
Q79G	Last Wk. Spouse Retired	296-297
Q79H	Last Wk. Spouse in School	298-299
Q79I	Last Wk. Spouse House Child Care	300-301
Q79J	Last Wk. Spouse Other	302-303

## Codes For variables Q79A - Q79J:

01	Marked item
00	Did not mark this item; R marked at least one item in Q79A - Q79J
-1	Missing data from all sub-items, Q79A-Q79J
-3	Not Applicable; R is not married

Note: In processing items which ask the respondent to "Mark All That Apply" each response category is treated as a separate variable. Code 01 indicates that the response category was marked. Code 00 indicates that the specific response category was not marked, but another category in the question series was marked. Code -1 "Missing" is assigned only in those cases where the respondent left all of the response categories of the question BLANK.

Note: QUESTION 80 IS NOT ANSWERED BY ALL RESPONDENTS.

- If the respondent is NOT married (See Q35), then Q80 should not be answered.
- If the respondent is married (See Q35), then Q80 should be answered.

80. In 1978, how many weeks did your SPOUSE work for pay either full or part-time, at a civilian job, not counting work around the house. Include weeks that your spouse was on paid vacation and paid sick leave.

o None (Go to Q82)

# WEEKS

Variable Name: Q80

Tape Position: 314-317

Codes:	01 - 52	# of weeks spouse worked at civilian job
	00	None
	-1	Missing
	-3	Not Applicable; R is not married
	-4	Incomplete data entered by R, or out-of-range

AD-A097 013

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1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: USER'S MANU--ETC(U)

JAN 81 Z D DOERING, D W GRISSMER, J A HAWES

MDA903-80-C-0652

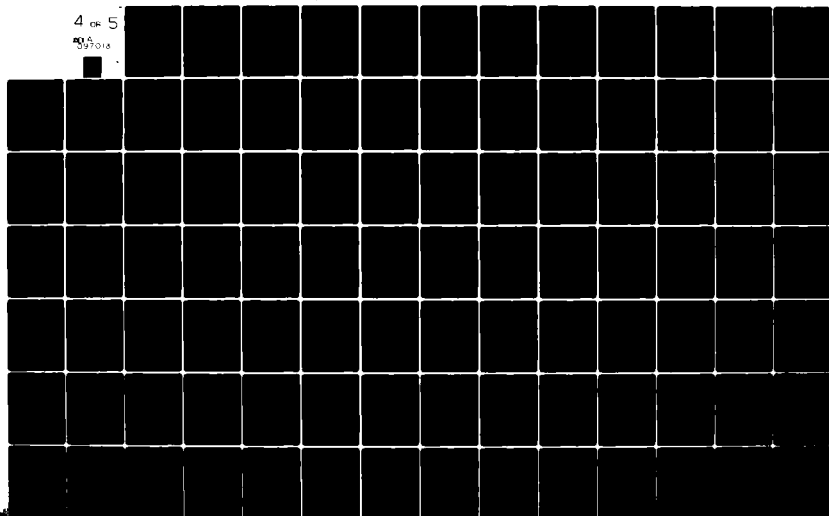
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NL

4 of 5

01/01/81





Note: QUESTION 81 IS NOT ANSWERED BY ALL RESPONDENTS.

- If the respondent is not married (See Q35), then Q81 should NOT be answered.
- If the respondent is married (See Q35) but the respondent's spouse did not work during 1978 (See Q80), then Q81 should NOT be answered.
- If the respondent is married (See Q35) and the respondent's spouse worked during 1978 (See Q80), then Q81 should be answered.

81. Altogether in 1978, what was the total amount, before taxes and other deductions, that YOUR SPOUSE earned from a civilian job or his or her own business?

CIVILIAN EARNINGS  
OF SPOUSE IN 1978 \$


Variable Name: Q81

Tape Position: 306-310

Codes: 00000-99999 Civilian earnings of Spouse in 1978

-1	Missing
-3	Not Applicable; R is not married, or spouse did not work
-4	Incomplete data entered by R, or out-of-range

## IX. FAMILY RESOURCES

82. During 1978, did you or your spouse receive any income from the following sources? MARK 'YES' OR 'NO' FOR EACH ITEM.

	YES	NO
Social Security or Railroad Retirement?....	1	0
Supplementary Security Income?.....	1	0
Public Welfare or Assistance?.....	1	0
Food Stamps?.....	1	0
Unemployment Compensation or Workmen's Compensation?.....	1	0
Interest and Dividends on Savings, Stocks, Bonds, or other Investments?.....	1	0
Pensions from Federal, State or Local Government Employment?.....	1	0
Pension from Private Employer or Union?....	1	0
Alimony, Child Support or other Regular Contributions from persons not Living in Your Household?.....	1	0
Anything else <u>not including earnings from</u> <u>wages or salaries</u> ?.....	1	0

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position</u>
Q82A	Inc. Fr. Soc. Sec. or RR Ret.	311-312
Q82B	Inc. Fr. Suppl. Sec. Inc.	313-314
Q82C	Inc. Fr. Publ. Welf. or Assist.	315-316
Q82D	Inc. Fr. Government Food Stamps	317-318
Q82E	Inc. Fr. Unemp. or Wkmns. Comp.	319-320
Q82F	Inc. Fr. Int. Dividends	321-322
Q82G	Inc. Fr. Gov't Pensions	323-324
Q82H	Inc. Fr. Priv. or Union Pensions	325-326
Q82I	Inc. Fr. Alimony, Child Support, Other	327-328
Q82J	Inc. Fr. Other, Except Wages, Salaries	329-330

Codes:	01	Yes
	00	No
	-1	Missing

83. During 1978, how much did you or your spouse receive from the sources listed in Q82? Do not include earnings from wages or salaries in this question. Just give your best estimate.

o No income from sources in Q82

\$    ,

Variable Name: Q83

Tape Position: 331-335

Codes: 00001-99999 \$ Income from sources in Q82  
 00000 No income from sources in Q82  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

84. What was your family's TOTAL INCOME, before taxes and other deductions, from all military and civilian sources for all of last year--1978? Please include civilian earnings that you listed in Q78, Q81 and Q83, your yearly military earnings and any other income in 1978.

1978 TOTAL INCOME

\$    ,

Variable Name: Q84

Tape Position: 336-340

Codes: 00000-99999 Family's total income -- 1978  
 -1 Missing  
 -4 Incomplete data entered by R

85. As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage.

Mark One

No debts.....1  
 \$1-\$499.....2  
 \$500-\$1,999.....3  
 \$2,000-\$4,999.....4  
 \$5,000-\$9,999.....5  
 \$10,000-\$14,999.....6  
 \$15,000 or more.....7

Variable Name: Q85

Tape Position: 341-342

Codes: 01 - 07 As above  
 -1 Missing

86. What would you say is the total value of any savings accounts, checking accounts or cash, U.S. Savings Bonds, stocks or securities that you may have right now?

Mark One

Nothing.....1  
 \$1-\$499.....2  
 \$500-\$1,999.....3  
 \$2,000-\$4,999.....4  
 \$5,000-\$9,999.....5  
 \$10,000-\$14,999.....6  
 \$15,000 or more.....7

Variable Name: Q86

Tape Position: 343-344

Codes: 01 - 07 As above  
 -1 Missing

87. Compared to three years ago, is your financial situation now--

A Lot Better than 3 Years ago.....1  
 Somewhat Better than 3 Years ago.....2  
 About the Same as 3 Years ago.....3  
 Somewhat Worse than 3 Years ago.....4  
 A Lot Worse than 3 Years ago.....5

Variable Name: Q87

Tape Position: 345-346

Codes: 01 - 05 As above  
 -1 Missing

## X. CIVILIAN JOB SEARCH

88. In the past 12 months, did you receive any job offers for a civilian job which you could take if you leave the service?

Yes..... 1  
No..... 0

Variable Name: Q88

Tape Position: 347-348

Codes: 00 No  
01 Yes  
-1 Missing

89. If you were to leave the service NOW and try to find a civilian job, how likely would you be to find a good civilian job?

Mark One

No Chance.....(0 in 10)...	00
Very slight possibility.(1 in 10)...	01
Slight possibility.....(2 in 10)...	02
Some possibility.....(3 in 10)...	03
Fair possibility.....(4 in 10)...	04
Fairly good possibility.(5 in 10)...	05
Good possibility.....(6 in 10)...	06
Probable.....(7 in 10)...	07
Very probable.....(8 in 10)...	08
Almost sure.....(9 in 10)...	09
Certain.....(10 in 10)...	10
Don't know.....	-8

Variable Name: Q89

Tape Position: 349-350

Codes: 00 - 10 As above  
-8 Don't know  
-1 Missing

90. If you left the Service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job?  
DO NOT INCLUDE FRINGE BENEFITS.

EXPECTED ANNUAL  
CIVILIAN  
EARNINGS

\$    ,

I don't know what I can earn in civilian life.....8

Variable Name: Q90

Tape Position: 351-355

Codes: 00000-99999 \$ expected annual civilian earnings  
-8 Don't know  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

91. Suppose you were to leave the service NOW and try to find a civilian job. How likely would you be to find a civilian job that uses the skills in your military career field?

Mark One

No Chance.....(0 in 10)... 00  
Very slight possibility.(1 in 10)... 01  
Slight possibility.....(2 in 10)... 02  
Some possibility.....(3 in 10)... 03  
Fair possibility.....(4 in 10)... 04  
Fairly good possibility.(5 in 10)... 05  
Good possibility.....(6 in 10)... 06  
Probable.....(7 in 10)... 07  
Very probable.....(8 in 10)... 08  
Almost sure.....(9 in 10)... 09  
Certain.....(10 in 10).. 10  
Don't know..... -8

Variable Name: Q91

Tape Position: 356-357

Codes: 00 - 10 See above  
-8 Don't know  
-1 Missing

92. Again, suppose that you were to leave the service NOW to take a civilian job. In what state or country would you probably live? PLEASE CHECK THE LIST OF STATE AND FOREIGN COUNTRY CODES IN QUESTION 9 AND RECORD THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER BELOW.

I never thought about a location....78  
 I'd go wherever I could find a job..77

NAME OF STATE/COUNTRY

CODE

\_\_\_\_\_


Variable Name: Q92

Tape Position: 358-359

Codes:	01 - 74	State/country codes (See Q9)
	77	Go Wherever I could find job
	78	I never thought of a location
	-1	Missing
	-4	Incomplete data entered by R; and if Q92=00 or Q92 > 74, then Q92=-4.

Note: Respondents were instructed to use the list of state/country codes in Q9. The only valid codes are 01-74.



93. If you were to leave the service NOW and take a civilian job, how do you think that job would compare with your present military job in regard to the following work conditions?

WORK CONDITIONS	CIVILIAN JOB WOULD BE <u>A LOT</u> <u>BETTER</u>	CIVILIAN JOB WOULD BE <u>SLIGHTLY</u> <u>BETTER</u>	ABOUT THE <u>SAME</u> IN A CIVILIAN AND MILITARY JOB	CIVILIAN JOB WOULD BE <u>SLIGHTLY</u> <u>WORSE</u>	CIVILIAN JOB WOULD BE <u>A LOT</u> <u>WORSE</u>
The immediate supervisors	1	2	3	4	5
Having a say in what happens to me	1	2	3	4	5
The retirement benefits	1	2	3	4	5
The medical benefits	1	2	3	4	5
The chance for interesting and challenging work	1	2	3	4	5
The wages or salaries	1	2	3	4	5
The chance for promotion	1	2	3	4	5
The opportunities for training	1	2	3	4	5
The people I work with	1	2	3	4	5
The work schedule and hours of work	1	2	3	4	5
The job security	1	2	3	4	5
The equipment I would use on the job	1	2	3	4	5
The location of the job	1	2	3	4	5

<u>Variable Name:</u>	<u>Content:</u>	<u>Tape Position:</u>
Q93A	Civ. Vs. Mil. Job-- Immed. Supervisors	360-361
Q93B	Civ. Vs. Mil. Job-- Having Say	362-363
Q93C	Civ. Vs. Mil. Job-- Retirement Benefits	364-365
Q93D	Civ. Vs. Mil. Job-- Medical Benefits	366-367
Q93E	Civ. Vs. Mil. Job-- Interesting Wk.	368-369
Q93F	Civ. Vs. Mil. Job-- Wages or Salaries	370-371
Q93G	Civ. Vs. Mil. Job-- Chance Promotion	372-373
Q93H	Civ. Vs. Mil. Job-- Training Opportunity	374-375
Q93I	Civ. Vs. Mil. Job-- People Work With	376-377
Q93J	Civ. Vs. Mil. Job-- Wk. Sched. and Hrs.	378-379
Q93K	Civ. Vs. Mil. Job-- Job Security	380-381
Q93L	Civ. Vs. Mil. Job-- Equipment	382-383
Q93M	Civ. Vs. Mil. Job-- Job Location	384-385

## Codes for Q93A - Q93M:

01	Civ. job a lot better
02	Civ. job slightly better
03	Civ. job about the same
04	Civ. job slightly worse
05	Civ. Job a lot worse
-1	Missing

94. Suppose you left the service NOW. How do you think the total military compensation you are receiving now (pay and benefits) would compare with the total compensation (pay and benefits) you would receive in a civilian job?

Mark One

A lot more in the military.....1  
A little more in the military....2  
About the same in a military and  
civilian job.....3  
A little more in civilian life...4  
A lot more in civilian life.....5  
I have no idea what I could  
earn in civilian life.....6

Variable Name: Q94

Tape Position: 386-387

Codes: 01 - 05 As above  
06 I have no idea  
-1 Missing

Now, a few questions on a different topic...

95. How much do you agree or disagree with each of the following statements about military life?

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE
Life in the military is about what I expected it to be.....	1	2	3	4	5
Military personnel in the future will not have as good retire- ment benefits as I have now.....	1	2	3	4	5
My military pay and benefits will not keep up with in- flation.....	1	2	3	4	5
My family would be better off if I took a civilian job.....	1	2	3	4	5

Variable Name:    Content:

Tape Position:

Q95A	Mil. Life as Expected	388-389
Q95B	Fut. Retirement Bnfts.	390-391
Q95C	Mil. Pay and Bnfts.	392-393
Q95D	Fam. Better Off if Took Civ. Job	394-395

Codes for Q95A - Q95D:

01 - 05	As above
-1	Missing

96. Now, taking all things together, how satisfied or dissatisfied are you with the military as a way of life? Mark one number on the line below.

Very  
Dissatisfied

o-----o-----o-----o-----o-----o-----o

1 2 3 4 5 6 7

Very  
Satisfied

Variable Name: Q96

Tape Position: 396-397

Codes: 01 - 07 As above, seven point satisfaction scale  
-1 Missing

97. Record the time now - enter military hour:

--	--	--	--

Note: THIS ITEM WAS NOT PROCESSED

98. How long did it take you to complete this questionnaire?

# OF MINUTES

--	--

Variable Name: Q98

Tape Position: 398-399

Codes: 10 - 99 # of minutes to complete questionnaire  
-1 Missing  
-4 Incomplete data entered by R  
or out-of-range

99. Did you complete this survey during a group administration where other people were taking the same survey?

Yes.....1  
No.....0

Variable Name: Q99

Tape Position: 400-401

Codes:   00       No  
          01       Yes  
          -1       Missing

100. Did you complete this survey on your own (off-duty) time or while on-duty?

Off-Duty.....1  
On-Duty.....2  
Part while on-duty and part while off-duty.....3

Variable Name: Q100

Tape Position: 402-403

Codes:   01 - 03    As above  
          -1       Missing

101. We're interested in any comments or recommendations you would like to make about military policies--whether or not the topic was covered in this survey. Do you have any comments?

Yes - Specify in the space below.....1

No.....0

---

---

---

---

---

---

---

Variable Name: Q101

Tape Position: 404-405

Codes:	00	No
	01	Yes
	-1	Missing

Note: The hard copy questionnaire contained space for respondents to record additional personal comments.

Thank you very much for answering this questionnaire. Please seal the questionnaire in the envelope provided.

-END OF QUESTIONNAIRE-

## EXTRA VARIABLES

XV4	Highest/ Multiple Logic Rule for Q2
XV5	Highest/ Multiple Logic Rule for Q13
XV6	Highest/ Multiple Logic Rule for Q15
XV7	Highest/ Multiple Logic Rule for Q17
XV8	Highest/ Multiple Logic Rule for Q39
XV9	Highest/ Multiple Logic Rule for Q40
XV10	Highest/ Multiple Logic Rule for Q41
XV11	Highest/ Multiple Logic Rule for Q42
XV12	Highest/ Multiple Logic Rule for Q43
XV13	Lowest Multiple Logic Rule for Q44
XV14	Lowest Multiple Logic Rule for Q45
XV15	Lowest Multiple Logic Rule for Q46
XV16	Lowest Multiple Logic Rule for Q47
XV17	Highest Multiple Logic Rule for Q75B
XV18	Left Justify Logic Rule for Q11

Note: During the data processing phase, the contractor checked each question to determine which ones utilized the highest/lowest multiple logic instructions. A "1" was placed in the appropriate positions (XV4 - XV18) if the selective logic rule was used for a given item. The fifteen questions involved are nos. 2, 13, 15, 17, 39, 40, 41, 42, 43, 44, 45, 46, 47, 75B and 11.

Variable Name:	Content:	Tape Position:
XV4	Hi/Low Rule for Q2	406
XV5	Hi/Low Rule for Q13	407
XV6	Hi/Low Rule for Q15	408
XV7	Hi/Low Rule for Q17	409
XV8	Hi/Low Rule for Q39	410
XV9	Hi/Low Rule for Q40	411
XV10	Hi/Low Rule for Q41	412
XV11	Hi/Low Rule for Q42	413
XV12	Hi/Low Rule for Q43	414
XV13	Hi/Low Rule for Q44	415
XV14	Hi/Low Rule for Q45	416
XV15	Hi/Low Rule for Q46	417
XV16	Hi/Low Rule for Q47	418
XV17	Hi/Low Rule for Q75B	419
XV18	Special Rule for Q11	420

Codes for XV4 - XV18:

1	Hi/Low Multiple logic rule was used
0	Hi/Low Multiple logic rule was <u>not</u> used



## EXTRA VARIABLE

XQ4     Adjusted Pay Grade (Effective 1 October 1978)

Variable Name:     Content:

Tape Position: 421-422

XQ4     Adjusted Pay Grade (As of 1 Oct. 1978)

CODE: 11     W1 Grade  
      12     W2 Grade  
      13     W3 Grade  
      14     W4 Grade  
      21     01 Grade  
      22     02 Grade  
      23     03 Grade  
      24     04 Grade  
      25     05 Grade  
      26     06 Grade  
      -1     Missing  
      -2     Illegal

Notes: This variable was created in order to categorize respondents  
      by Sample Cells.

## EXTRA VARIABLE

CELL

Sample Cell

Variable Name: CELL

Tape Position: 423-424

Codes: 51 - 59, 61 - 67 Described below:

<u>Cell</u>	<u>Service</u>	<u>Sex</u>	<u>Grade</u>
51	Army, Navy, Air Force only	Male	0-1, 0-2
52	Army, Navy, Air Force only	Male	0-3
53	Army, Navy, Air Force only	Male	0-4
54	Army, Navy, Air Force only	Male	0-5, 0-6
55	Army, Navy, Air Force only	Female	
56	Marines only	Male & Female	0-1, 0-2
57	Marines only	Male & Female	0-3
58	Marines only	Male & Female	0-4
59	Marines only	Male & Female	0-5, 0-6
61	Army, Navy, Air Force only	Missing	0-1, 0-2
62	Army, Navy, Air Force only	Missing	0-3
63	Army, Navy, Air Force only	Missing	0-4
64	Army, Navy, Air Force only	Missing	0-5, 0-6
65	Army, Navy, Air Force only	Missing	Missing
66	Marines only	Male & Female	Missing
67	Army, Navy, Air Force only	Male	Missing

Note: Cells 51-59 are the only VALID sample cells for Officers. Codes 61-67 are not sample cells; i.e., they result from missing or illegal data in one or more of the variables used to create the sample cell variable.

## EXTRA VARIABLE

WEIGHT

Weight

Variable Name: WEIGHTS

Tape Position: 425-432

Codes: 0000.0001 - 9999.9999      Assigned Weight

Note: This variable contains the actual weight assigned to each record to reflect the population to which the data can be generalized. This is the only variable in the file recorded with real values using the convention F as a descriptor, F8.4 (field width is 8 digits, 4 of which are to the right of the decimal). (See Section II for discussion of weighting.)

EXTRA OCCUPATIONAL VARIABLES
------------------------------

Variable Names:	Tape Positions:
-----------------	-----------------

CURRDOC	433-435
---------	---------

ENTRYDOC	436-438
----------	---------

Codes: xxx DoD Occupation Code  
-1 Missing Data  
-3 Don't Know  
-4 Respondent's entry could not be matched to DoD Code

Note: See Appendix B for a discussion of these variables.

Variable Names:	Tape Positions:
-----------------	-----------------

CURRMOS	439-442
---------	---------

ENTRYMOS	443-446
----------	---------

Codes: xxxx Compressed form of MOS/RATING/AFSC  
blank Missing Data  
3333 Don't Know

Note: See Appendix B for a discussion of these variables.

VIII. ITEM-BY-ITEM SPECIFICATIONS FOR 1978 DOD SURVEY OF  
OFFICERS--FORM 4 (Quality of Life Variant)

This section contains the detailed information necessary for using specific variables from this questionnaire for analyses. Each question from the survey instrument is reproduced as it appears on the printed questionnaire. The format and conventions used in this section are identical to those described in the introduction to section V, pages 41-43. The manual user is encouraged to refer to those pages before using the material in this section.

Dod-MRAL Emblem

COVER PAGE

RCS: DD-M(OT)-7840  
Officer Form 41978 DEPARTMENT OF DEFENSE  
SURVEY OF OFFICERS

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

## NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

## I. MILITARY BACKGROUND

1. Record time began, enter military hour:

TIME BEGAN


Note: This item was not processed. Information was used to  
calculate interview length. (See Q83)

Variable Name: XV1

Tape Position: 1

## Extra Variable

XV1 Questionnaire Variant Code 4  
Officer Form 4 - Social Indices

Codes: 4

Officer Form 4 (Social Indices Variant)

## Extra Variable

XV2 Questionnaire Identification Number

Variable Name: XV2

Tape Position: 2-7

Codes: 000001-999999 Questionnaire Identification Number

Note: A unique questionnaire identification number was assigned to  
each questionnaire during the data processing phase.

## Extra Variable

XV3 Record Control Number (RCN)

OFFICE USE ONLY SECTION - APPEARS ON THE LAST PAGE OF THE  
QUESTIONNAIRE

RCN. SERVICE

- o AR..... 11
- o NA..... 22
- o MC..... 33
- o AF..... 44


Note: The RCN was recorded on the questionnaire by the DMDC document control clerks during the check-in editing of returned questionnaires. This number indicates the military base/installation of the respondent.

Variable Name: XV3

Flag: FXV3

Tape Position: 8-13

Codes: 116001-116076, 116100, 116200	Army Base/Installation Codes
222001-225359, 225400	Navy Base/Installation Codes
331001-331910, 331950	Marine Base/Installation Codes
440001-440121, 440150	Air Force Base/Installation Codes
-1	Missing
-4	Incomplete data entered by R, or out-of-range



2. In what month are you completing this survey?

January 1979..... 01  
 February 1979..... 02  
 March 1979..... 03  
 April 1979..... 04  
 May 1979..... 05  
 June 1979..... 06

Variable Name: Q2

Tape Position: 14-15

Codes: 01 - 06 January 1979-June 1979  
 -1 Missing

Note: If more than one month is marked, most recent month was selected.  
 If most recent month was selected, then variable XV4=1.  
 Tape Position 524).

3. In what service are you now serving?

Army.....1  
 Navy.....2  
 Marine Corps.....3  
 Air Force.....4

Variable Name: Q3

Flag: F3

Tape Position: 16-17

Codes: 01 -04 As above  
 -1 Missing

4. What is your present pay grade?

WARRANT GRADES: W1 W2 W3 W4

OFFICER GRADES: 01 02 03 04 05 06

Variable Name: Q4

Flag: F4

Tape Position: 18-19

Codes:	21	01
	22	02
	23	03
	24	04
	25	05
	26	06
	-1	Missing

Note: Respondents with warrant grades were excluded from the sample.  
The warrant officers who returned questionnaires were people  
who were--

- Originally selected in error, OR
- Entered erroneous paygrades

5. In what month and year were you appointed to your present pay grade?

- ☐ Jan      19    
☐ Feb  
☐ March  
☐ April  
☐ May  
☐ June  
☐ July  
☐ August  
☐ Sept  
☐ Oct  
☐ Nov  
☐ Dec

Variable Name: Q5A

Tape Position: 20-21

Codes:	01	January
	02	February
	03	March
	04	April
	05	May
	06	June
	07	July
	08	August
	09	September
	10	October
	11	November
	12	December
	-1	Missing

Variable Name: Q5B

Flag: F5B

Tape Position: 22-23

Codes:	50-79	Year promoted to present pay grade
	-1	Missing
	-4	Incomplete data entered by R, and if Q5B<50 or Q5B>79, then Q5B = -4.

6. Are you currently assigned to a ship?

Yes.....1  
 No.....0

Variable Name: Q6

Tape Position: 24-25

Codes:	00	No
	01	Yes
	-1	Missing

7. Where is your present permanent post, base or duty station? If you are on board ship, indicate the location of your home port. Mark the State or Country in the list below.

STATES		FOREIGN COUNTRIES
Alabama.....01	Montana.....27	Africa.....52
Alaska.....02	Nebraska.....28	Belgium.....53
Arizona.....03	Nevada.....29	Caribbean.....54
Arkansas.....04	New Hampshire....30	Diego Garcia.....55
California.....05	New Jersey.....31	East Asia.....56
Colorado.....06	New Mexico.....32	Eastern Europe.....57
Connecticut.....07	New York.....33	Germany.....58
Delaware.....08	North Carolina...34	Greece.....59
District of Columbia	North Dakota.....35	Guam.....60
(D.C.).....09	Ohio.....36	Iceland.....61
Florida.....10	Oklahoma.....37	Iran.....62
Georgia.....11	Oregon.....38	Italy.....63
Hawaii.....12	Pennsylvania....39	Japan or Okinawa.....64
Idaho.....13	Rhode Island....40	Near East.....65
Illinois.....14	South Carolina...41	Netherlands.....66
Indiana.....15	South Dakota....42	Panama Canal Zone.....67
Iowa.....16	Tennessee.....43	Philippines.....68
Kansas.....17	Texas.....44	Portugal.....69
Kentucky.....18	Utah.....45	South Korea.....70
Louisiana.....19	Vermont.....46	Spain.....71
Maine.....20	Virginia.....47	Turkey.....72
Maryland.....21	Washington(State)48	United Kingdom.....73
Massachusetts.....22	West Virginia...49	Other overseas location
Michigan.....23	Wisconsin.....50	not listed above.....74
Minnesota.....24	Wyoming.....51	
Mississippi.....25		
Missouri.....26		

NOTE: a. In Q.7, respondents should have marked only one location; however, in some cases respondents marked more than one location. To handle this problem, Q7 was treated as TWO SEPARATE VARIABLES, Q7A and Q7B. The following procedures were used:

- If the respondent did not mark any locations, then Q7A and Q7B = -1.
- If the respondent marked only ONE LOCATION, as requested in the survey instructions, the single response will be included in Q7A (Tape Position 26-27) and Q7B (Tape Position 29-29) will be assigned code (-3) for Not Applicable.
- If the respondent, in error, marked TWO LOCATIONS, one location code will be recorded in Q7A and one location code will appear in Q7B.
- If the respondent, in error, marked THREE OR MORE LOCATIONS, the first location code marked will appear in Q7A and Code -1 will appear in Q7B.

b. If the respondent correctly marked only one response, then Q7B = -3 and Q7A = 01-74.

Variable Name: Q7A

Flag: F7A

Tape Position: 26-27

Codes: 01 - 74 First location marked, see above list of states and  
foreign countries  
-1 Missing

Variable Name: Q7B

Tape Position: 28-29

Codes: 01 - 74 Second location marked, see above list of states and  
foreign countries  
-1 Missing  
-3 Not applicable; i.e., R marked only one location

7a. How do you feel about your current location? Please mark the number which shows your opinion on the line below. For example, people who are Very Satisfied with their current location would mark 7. Others who are Very Dissatisfied with their current location would mark 1. Some other people may have opinions somewhere between 1 and 7.

VERY								VERY
DISSATISFIED								SATISFIED
0-----0-----0-----0-----0-----0-----0								
1	2	3	4	5	6	7		

Variable Name: Q7C

Tape Position: 30-31

Codes: 01 -07 As above, seven point satisfaction scale  
-1 Missing

Note: The questionnaire item number is 7a; however the Variable Name is Q7C.

8. Through which of the following officer procurement programs did you obtain your commission/warrant?

Academy Graduate (USMA, USNA, USAFA).....	01
Limited Duty Officer Program.....	02
Officer Candidate School or Officer Training School.....	03
ROTC (Regular).....	04
ROTC (Scholarship).....	05
Aviation Officer Candidate or Aviation Cadet.....	06
Warrant Officer Program.....	07
Direct Appointment from Civilian Status.....	08
Reserve Officer Candidate.....	09
Platoon Leaders Course/WOC (USMC).....	10
Health Professional Scholarship Program.....	11
Medical Specialist Program.....	12
Other.....	13

Variable Name: Q8

Tape Position: 32-33

Codes:	01 - 12	As above
	13	Other
	-1	Missing

9. Officers coming on their first tour of active duty sometimes incur an initial service commitment. Are you presently serving within your INITIAL SERVICE OBLIGATION as a commissioned officer?

Does not apply, I did not have an initial obligation.....	7
Yes, I am serving within my INITIAL OBLIGATION.....	1
No, I am serving within the FIRST YEAR AFTER MY INITIAL OBLIGATION.....	2
No, I am serving MORE THAN ONE YEAR BEYOND MY INITIAL OBLIGATION.....	3

Variable Name: Q9

Tape Position: 34-35

Codes:	01 - 03	As above
	07	No Initial Service Obligation
	-1	Missing

10. How many years of obligated service do you have remaining in your present obligation?

Does not apply, I do not have a service obligation.....7  
 Less than 1 year.....1  
 At least 1 year but less than 2 years.....2  
 At least 2 years but less than 3 years.....3  
 At least 3 years but less than 4 years.....4  
 At least 4 years but less than 5 years.....5  
 5 years or more.....6

Variable Name: Q10

Tape Position: 36-37

Codes: 01 - 06 As above  
 07 No Service Obligation  
 -1 Missing

11. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tours. Count time spent at a military academy and prior enlisted service.

Years    
 and  
 Months

Variable Name: Q11

Tape Position: 38-40

Codes: 001-420 # months on active duty  
 -1 Missing  
 -4 Incomplete data entered by R, and if  
 Q11>420 months or Q11=000, then Q11 = -4.

Note: Respondents were instructed to record the number of years and months of active military service; however, in processing the data, the length of active duty service was converted to MONTHS. If respondents recorded incomplete data in a scan grid because of left justify numeric problems, i.e. in a two character field, one number is entered in the left most response position and nothing is entered in the remaining position, then XV14 = 1, Tape Position 534.



12. When you finally leave the military, how many total years of service do you expect to have?


Variable Name: Q12

Flag: F12

Tape Position: 41-42

Codes: 00 - 40 # of years of service when leaving  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

13. When you finally leave the military, what pay grade do you think you will have? Mark one.

WARRANT GRADES: W1 W2 W3 W4

OFFICER GRADES: 01 02 03 04 05 06 07 08 09 010

Variable Name: Q13

Flag: F13

Tape Position: 43-44

Codes: 21 01  
 22 02  
 23 03  
 24 04  
 25 05  
 26 06  
 27 07  
 28 08  
 29 09  
 30 010  
 -1 Missing  
 -4 Marked warrant (out-of-range) grade

Note: If more than one grade is marked, highest grade is selected.  
 If highest grade is selected, then variable XV5=1, Tape position 525.

14. If you left the service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job? DO NOT INCLUDE FRINGE BENEFITS IN YOUR ESTIMATE.

EXPECTED YEARLY

CIVILIAN EARNINGS \$

o I don't know what I can earn in civilian life. = -8

Variable Name: Q14

Tape Position: 45-49

Codes: 00000-99999 \$ expected yearly civilian earnings

-8 Don't know

-1 Missing

-4 Incomplete data entered by R,  
or out-of-range

## II. MILITARY RETIREMENT SYSTEM

15. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service--under the current retirement system, what percent of your basic pay would you receive as retirement pay?

Variable Name: Q15

Tape Position: 50-51

Codes: 00 - 99 % of basic pay received if retired with 26 years

-1 Missing

-4 Incomplete data Entered by R,  
or out-of-range

16. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active service. This new plan would provide the following retirement benefits:

- o People with 10 to 29 years of service would receive full retirement pay which would begin at age 60.
- o People with 20 to 29 years of service would also receive partial retirement pay from the time they left the service until they reached age 60, when full benefits would begin.
- o People with 30 years of service would receive full retirement pay starting immediately upon retirement.

If the benefits shown below had been available at the time you first entered active service, how many total years would you have planned to serve in the military?

#### DIFFERENT MILITARY RETIREMENT PLAN

YEARS OF SERVICE	AMOUNT OF BASIC PAY YOU WOULD RECEIVE AS RETIREMENT BENEFITS FROM THE TIME YOU RETIRED UNTIL AGE 60	AMOUNT OF BASIC PAY YOU WOULD RECEIVE AS RETIREMENT BENEFITS AFTER AGE 60
Less than 10 years	0%	0.0%
10	0%	25.0%
11	0%	27.5%
12	0%	30.0%
13	0%	32.5%
14	0%	35.0%
15	0%	37.5%
16	0%	40.0%
17	0%	42.5%
18	0%	45.0%
19	0%	47.5%
20	25%	50.0%
21	27%	52.5%
22	30%	55.0%
23	34%	57.5%
24	39%	60.0%
25	44%	62.5%
26	50%	65.0%
27	57%	67.5%
28	63%	70.0%
29	69%	72.5%
30	75%	75.0%

A. UNDER THIS PLAN, I WOULD HAVE PLANNED TO SERVE:

· EXPECTED YEARS OF SERVICE


Variable Name: Q16A

Tape Position: 52-53

Codes: 00 - 99 Expected years of service under new retirement plan  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

Note: Some respondents apparently entered 00 years as a protest against the "new retirement plan" e.g. R would not be will to serve any years under the plan described in Q16. It was anticipated that some respondents would not want to participate in the new plan; therefore, the optical scan format allowed respondents to enter any numeric response between 00-99. The question itself did not instruct respondents to use the 00 year option.

B. If you had served the number of years that you entered in Q16A, what pay grade do you think you would have had when you left the military? Mark one.

WARRANT GRADES: W1 W2 W3 W4

OFFICER GRADES: 01 02 03 04 05 06 07 08 09 010

Variable Name: Q16B

Tape Position: 54-55

Codes: 21 01  
 22 02  
 23 03  
 24 04  
 25 05  
 26 06  
 27 07  
 28 08  
 29 09  
 30 010  
 -1 Missing  
 -4 Out-of-range, i.e., warrant grade, marked

Note: If more, than one grade marked, highest selected. If highest selected, XV6=1, Tape Position 526.

17. If you had a choice, which military retirement plan would you choose?

Military Retirement Plan described in Q16.....1  
 Current Military Retirement Plan.....2

Variable Name: Q17

Tape Position: 56-57

Codes: 01 Military retirement Plan described in Q16  
 02 Current Military Retirement Plan  
 -1 Missing

### III. INDIVIDUAL CHARACTERISTICS

18. Are you male or female?

Male.....1  
 Female.....2

Variable Name: Q18

Flag: F18

Tape Position: 58-59

Codes: 01 Male  
 02 Female  
 -1 Missing

19. How old were you on your last birthday?

AGE LAST BIRTHDAY

Variable Name: Q19

Flag: F19

Tape Position: 60-61

Codes: 16 - 65 Age last birthday  
 -1 Missing  
 -4 Incomplete data entered by R,  
 route 1 name

20. When you FIRST ENTERED ACTIVE SERVICE, how old were you? Count time spent at a military academy and prior enlisted service as active duty.

AGE AT ENTRY


Variable Name: Q20

Flag: F20

Tape Position: 62-63

Codes: 16 - 65 Age at entry of service  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

21. In what state or foreign country were you living WHEN YOU WERE 16 YEARS OLD? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 AND ENTER THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER IN THE SPACE BELOW.

NAME OF RESIDENCE  
 AT AGE 16

CODE #


Variable Name: Q21

Tape Position: 64-65

Codes: 01 - 74 See codes in Q.7  
 -1 Missing  
 -4 Incomplete data entered by R, and if  
 Q21=00 or Q21>74, then Q21=-4.

Note: Respondents were instructed to use the list of state/foreign country codes listed in Q7 (e.g. 01-74). The only valid codes are 01-74, as shown in Q7.

22. In what state or foreign country does your immediate family live NOW? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 AND ENTER THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER IN THE SPACE BELOW.

NAME OF CURRENT LOCATION  
OF IMMEDIATE FAMILY

CODE #


Variable Name: Q22

Tape Position: 66-67

Codes: 01 - 74 See codes in Q.7  
 -1 Missing  
 -4 Incomplete data entered by R, and if Q22>74, then Q22=-4.

Note: Respondents were instructed to use the list of state/foreign country codes listed in Q7 (e.g. 01-74). The only valid codes are 01-74, as shown in Q7;

23. In what type of place were you living WHEN YOU WERE 16 YEARS OLD?

MARK ONE CATEGORY THAT COMES CLOSEST TO THAT TYPE OF PLACE.

In a large city (over 250,000).....1  
 In a suburb of a large city.....2  
 In a medium-size city (50,000-250,000)...3  
 In a suburb of a medium-sized city.....4  
 In a small city or town (under 50,000)...5  
 On a farm or ranch.....6  
 In a rural area, but not on a farm  
 or ranch.....7

Variable Name: Q23

Tape Position: 68-69

Codes: 01 - 07 As above  
 -1 Missing

24. What do you consider to be your main racial or ethnic group?

Mark One

Afro-American/Black/Negro.....1  
 American Indian/Alaskan Native.....2  
 Hispanic/Puerto Rican/Mexican/Cuban/  
 Latin/Chicano/Other Spanish.....3  
 Oriental/Asian/Chinese/Japanese/  
 Korean/Filipino/Pacific Islander.....4  
 White/Caucasian.....5  
 Other.....6  
 Specify:\_\_\_\_\_

Variable Name: Q24

Flag: F24

Tape Position: 70-71

Codes: 01 - 06 As above  
 -1 Missing

25. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status?  
 Count time spent at a military academy and prior enlisted service  
 as active duty.

Married.....1  
 Widowed.....2  
 Divorced.....3  
 Separated.....4  
 Single, Never Married.....5

Variable Name: Q25

Flag: F25

Tape Position: 72-73

Codes: 01 - 05 As above  
 -1 Missing

26. What is your marital status NOW?

Married.....1  
 Widowed.....2  
 Divorced.....3  
 Separated.....4  
 Single, Never Married.....5

\*IF YOU ARE NOT MARRIED NOW, GO TO Q30.\*

Variable Name: Q26

Flag: F26

Tape Position: 74-75

Codes: 01 - 05 As above  
 -1 Missing



NOTE: QUESTION 27 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q26), then the R should NOT answer Q27.
- If the respondent is MARRIED (See Q26) , then the R should ANSWER Q27.

27. How many years have you been married to your current spouse?

Less than 1 year.....00

# YEARS MARRIED

--	--

Variable Name: Q27

Flag: F27

Tape Position: 76-77

Codes:	01 - 40	# of years married
	00	Less than 1 year
	-1	Missing
	-3	Not applicable; R is not married
	-4	Incomplete data entered by R, or out-of-range

NOTE: QUESTIONS 28-29 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is NOT MARRIED (See Q26), then the R should NOT ANSWER Q28-29.
- If the respondent is MARRIED (See Q26) , then the R should ANSWER Q28-29.

28. How old was your spouse on his or her last birthday?

SPOUSE'S AGE


Variable Name: Q28

Tape Position: 78-79

Codes: 14 - 75 Spouse's age  
 -1 Missing  
 -3 Not applicable; R is not married  
 -4 Incomplete data entered by R,  
 or out-of-range

29. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q29

Tape Position: 80-81

Codes: 01 - 08 Elementary grades  
 09 - 12 High school grades  
 13 - 20 1 to 8 or more years of college  
 -1 Missing  
 -3 Not applicable; R is not married.

Note: If more than one grade is marked, highest grade is selected.  
 If highest grade is selected, then variable XV7=1, Tape Position 527.

30. AS OF TODAY, what is the highest grade or year of regular school or college that you have completed and gotten credit for? Mark one.

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q30

Flag: F30

Tape Position: 82-83

Codes: 01 - 08 Elementary grades  
 09 - 12 High school grades  
 13 - 20 1 to 8 or more years of college  
 -1 Missing

Note: If more than one grade is marked, the highest grade was selected. If highest grade was selected, then variable XV8=1, Tape Position 528.

31. When you FIRST ENTERED ACTIVE SERVICE, what was the highest degree or diploma that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS in this question. Count time spent at a military academy and prior enlisted service as active duty. Mark one.

DEGREE AT ENTRY

No Degree or Diploma.....00	Bachelor's Degree (BA/BS) .....16
GED Certificate.....11	Master's Degree (MA/MS).....17
High School Diploma.....12	Doctoral Degree (PhD/MD/LLB).....20
Associate/Junior College Degree.....14	Other Degree not listed above.....22

Variable Name: Q31

Tape Position: 84-85

Codes: 00 No degree/diploma  
 11 GED  
 12 High School  
 14 Associate  
 16 Bachelor's  
 17 Master's  
 20 Doctoral  
 22 Other  
 -1 Missing

Note: If more than one degree is marked, the highest degree was selected. If highest degree was selected, then variable XV9=1, Tape Position 525.

32. AS OF TODAY, what is the highest degree or diploma that you hold?  
DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS.  
Mark one.

## DEGREE NOW

- |                                          |                                        |
|------------------------------------------|----------------------------------------|
| o No Degree or Diploma.....00            | o Bachelor's Degree (BA/BS) .....16    |
| o GED Certificate.....11                 | o Master's Degree (MA/MS).....17       |
| o High School Diploma.....12             | o Doctoral Degree (PhD/MD/LLB).....20  |
| o Associate/Junior College Degree.....14 | o Other Degree not listed above.....22 |

Variable Name: Q32

Tape Position: 86-87

Codes:	00	No degree/diploma
	11	GED
	12	High School
	14	Associate
	16	Bachelor's
	17	Master's
	20	Doctoral
	22	Other
	-1	Missing

Note: If more than one degree is marked, highest degree was selected.  
If highest degree was selected, then variable XV10=1, Tape Position 530.

Please answer the next few questions about the male and female guardians that you lived with most of the time you were growing up, if you did not live with your own mother and father.

33. What is the highest grade or year of regular school or college that your FATHER (or MALE GUARDIAN) has completed and gotten credit for?  
Mark one.

ELEMENTARY GRADES:	1st	2nd	3rd	4th	5th	6th	7th	8th
HIGH SCHOOL GRADES:	9th	10th	11th	12th (include GED)				
COLLEGE-YEARS OF CREDIT:	1	2	3	4	5	6	7	8 or more

Variable Name: Q33

Tape Position: 88-89

Codes:	01 - 08	Elementary grades
	09 - 12	High school grades
	13 - 20	1 to 8 or more years of college
	-1	Missing

Note: If more than one grade is marked, then the highest grade was selected. If the highest grade was selected, then variable XVII = 1, Tape Position 531.

34. What is the highest grade or year of regular school or college that your MOTHER (or FEMALE GUARDIAN) has completed and gotten credit for?

ELEMENTARY GRADES: 1st 2nd 3rd 4th 5th 6th 7th 8th

HIGH SCHOOL GRADES: 9th 10th 11th 12th (include GED)

COLLEGE-YEARS OF CREDIT: 1 2 3 4 5 6 7 8 or more

Variable Name: Q34

Tape Position: 90-91

Codes: 01 - 08 Elementary grades  
 09 - 12 High school grades  
 13 - 20 1 to 8 or more years of college  
 -1 Missing

Note: If more than one grade is marked, then highest grade was selected. If highest grade was selected, then variable XV12=1, Tape Position 532.

35. How many dependents do you have? Do not include yourself or your spouse.

None.....00  
 1.....01  
 2.....02  
 3.....03  
 4.....04  
 5.....05  
 6.....06  
 7.....07  
 8.....08  
 9.....09  
 10 or more.....10

\*IF NONE, GO TO Q37.\*

Variable Name: Q35

Flag: F35

Tape Position: 92-93

Codes: 00 None  
 01 - 10 As above  
 -1 Missing

Note: If more than one number is marked, the lowest number was selected. If lowest number was selected, then variable XV13=1, Tape Position 533.

NOTE: QUESTION 36 IS NOT ANSWERED BY ALL RESPONDENTS

- If the respondent does NOT have any dependents (See Q35) (R and spouse are not counted as dependents), then Q36 should NOT be answered.
- If the respondent does have ONE OR MORE DEPENDENTS (See Q35) (R and spouse are not counted as dependents), then Q36 should be answered.
- Question 36 contains a series of questions about each dependent (up to 6 maximum, starting with the youngest if R has more than 6). Therefore, Q36 was treated as 24 separate variables -- Q36A - Q36X which contain data about all dependents (up to 6).

Variables Q36A-Q36D: Contain data about the 1st dependent.

Variables Q36E-Q36H: Contain data about the 2nd dependent OR should be legitimately blank if the R only has ONE DEPENDENT (See Q35).

Variables Q36I-Q36L: Contain data about the 3rd dependent OR should be legitimately blank if the R only has ONE OR TWO DEPENDENTS (See Q35).

Variables Q36M-Q36P: Contain data about the 4th dependent OR should be legitimately blank if the R only has ONE, TWO, OR THREE DEPENDENTS (See Q35).

Variables Q36Q-Q36T: Contain data about the 5th dependent OR should be legitimately blank if the R only has ONE, TWO, THREE OR FOUR DEPENDENTS (See Q35).

Variables Q36U-Q36X: Contain data about the 6th dependent OR should be legitimately blank if the R only has ONE, TWO, THREE FOUR, OR FIVE DEPENDENTS (See Q35).

\*Refer to Note on preceding page.\*

ANSWER THIS PAGE ONLY IF YOU COUNTED DEPENDENTS IN Q35.

36. Please record the following information about each of the dependents counted in Q35.

- A. What is the person's relationship to you?
- B. Is the person male or female?
- C. How old was the person on his or her last birthday?  
If less than 1 year old, enter '00'.
- D. Is the person at your current location?

Fill in the appropriate spaces below for each of your dependents. Start recording information about all children, then each adult. There is space for up to six dependents. If there are more, just list the six YOUNGEST dependents.

	A. Relationship to You	B - C	D.
1	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
2	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
3	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
4	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
5	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		
6	Child (including step or adopted child)....1	Male...1 Female...2	Is he or she at your current location?
	Parent/Parent-in-law...2	Age: <input type="text"/> <input type="text"/>	Yes.....1 No.....0
	Other relative.....3		

(Refer to note before Q36)

<u>Variable Name</u>	<u>Content</u>	<u>Flag</u>	<u>Tape Position</u>
Q36A	Relationship (1st Dep.)	F36A	94-95
Codes:			
01	Child		
02	Parent, in-law		
03	Other Rel.		
-1	Missing		
-3	Not Applicable; R does not have this dependent		

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q36B	Sex (1st Dep.)	96-97
Codes:		
01	Male	
02	Female	
-1	Missing	
-3	Not Applicable; R does not have this dependent	

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q36C	Age (1st Dep.)	98-99
Codes:		
00	Less than 1 year	
01-99	Age	
-1	Missing	
-3	Not Applicable; R does not have this dependent	
-4	Incomplete data entered by R, or out-of-range	

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q36D	At Curr. Location (1st Dep.)	100-101
Codes:		
00	No	
01	Yes	
-1	Missing	
-3	Not Applicable; R does not have this dependent	



(Refer to note before Q36)

<u>Variable Name</u>	<u>Content</u>	<u>Flag</u>	<u>Tape Position</u>
Q36E	2nd Dep - Relationship		102-103
Q36F	2nd Dep - Sex		104-105
Q36G	2nd Dep - Age		106-107
Q36H	2nd Dep - At current location		108-109
Q36I	3rd Dep - Relationship		110-111
Q36J	3rd Dep - Sex		112-113
Q36K	3rd Dep - Age		114-115
Q36L	3rd Dep - At current location		116-117
Q36M	4th Dep - Relationship		118-119
Q36N	4th Dep - Sex		120-121
Q36O	4th Dep - Age		122-123
Q36P	4th Dep - At current location		124-125
Q36Q	5th Dep - Relationship		126-127
Q36R	5th Dep - Sex		128-129
Q36S	5th Dep - Age		130-131
Q36T	5th Dep - At current location		132-133
Q36U	6th Dep - Relationship		134-135
Q36V	6th Dep - Sex		136-137
Q36W	6th Dep - Age		138-139
Q36X	6th Dep - At current location		140-141

## Codes for Q36E-Q36X

Q36E, Q36I, Q36M, Q36Q, Q36U Same As Q36A  
 Q36F, Q36J, Q36N, Q36R, Q36V Same As Q36B  
 Q36G, Q36K, Q36O, Q36S, Q36W Same As Q36C  
 Q36H, Q36L, Q36P, Q36T, Q36X Same As Q36D

NOTE: QUESTION 37 IS ANSWERED BY ALL RESPONDENTS

37. Are you accompanied by your spouse at your present permanent post, base or duty station?

Does not apply, I don't have a spouse (Go to Q39).....00  
 No, I am not accompanied because my spouse is not authorized at this location (Go to Q39).....01  
 No, I am not accompanied for other reasons (Go to Q39).....02  
 Yes, I am accompanied by my spouse.....03

\* IF YOU ARE NOT ACCOMPANIED BY YOUR SPOUSE, GO TO Q39 \*

Variable Name: Q37

Tape Position: 142-143

Codes: 00 - 03 As above  
 -1 Missing

NOTE: QUESTION 38 IS NOT ANSWERED BY ALL RESPONDENTS

- If a respondent does NOT HAVE A SPOUSE (See Q26), then Q38 should NOT be answered.
- If a respondent is married (See Q26) but the SPOUSE was NOT AUTHORIZED at the location (See Q37), then Q38 should NOT be answered.
- If a respondent is married (See Q26) but the SPOUSE DID NOT ACCOMPANY THE R FOR OTHER REASONS (See Q37), then Q38 should NOT be answered.
- If a respondent is MARRIED (See Q26) and the SPOUSE ACCOMPANIED the R to the present location (See Q37), then Q38 should be answered.

\*IF YOU ARE NOT ACCOMPANIED BY YOUR SPOUSE, GO TO Q39\*

38. Did your command sponsor your spouse and/or dependents?

Yes.....1  
No.....0

Variable Name: Q38

Tape Position: 144-145

Codes:	00	No
	01	Yes
	-1	Missing
	-3	Not Applicable; spouse did not accompany R to present location, or R is not married

39. What was your family's TOTAL INCOME, before taxes and other deductions, for all of 1978. Include you and your spouse's military and civilian wages and salaries, interest and dividends, pensions, Social Security or retirement benefits, unemployment compensation, alimony, child support, and any other sources of income.

TOTAL FAMILY  
INCOME--1978

Variable Name: Q39

Tape Position: 154

Codes: 00000-99999 \$ total family income--1978  
-1 Missing  
-4 Incomplete data entered for  
or omitted item

IV. MILITARY EXPERIENCE OF FAMILY MEMBERS

40. How many members of your immediate family have ever served on active duty in the military? Please count your father, if your guardian, your Mother (or female guardian), any of your brothers and your Brothers or Sisters. Don't count other relatives.

None.....00  
1.....01  
2.....02  
3.....03  
4.....04  
5.....05  
6.....06  
7.....07  
8.....08  
9.....09  
10 or more.....10

\*IF NONE, GO TO Q42 \*

End of Section

Variable Name: Q40

Tape Position: 155-156

Code: 00 - 10 As above  
-1 Missing

NOTE: QUESTION 41 IS NOT ANSWERED BY ALL RESPONDENTS

- If the respondent does not have any FAMILY MEMBERS WHO HAVE SERVED IN THE MILITARY (See Q40), then Q41 should NOT be answered
- If the respondent does have ONE OR MORE FAMILY MEMBERS WHO HAVE SERVED IN THE MILITARY (See Q40), then Q41 should be answered
- Question 41 contains a series of questions about the military experience of each family member (up to 4) who has served in the military (past now). If there are more than 4, information is recorded about only four in this order: Parents, Children, Brothers and Sisters. Therefore, Q41 was treated as 24 separate variables, Q41A-Q41X:

Variables Q41A-Q41F: Contain data about the 1st family member.

Variables Q41G-Q41L: Contain data about the 2nd family member (k should be legitimately blank if the k only had ONE FAMILY MEMBER WITH MILITARY EXPERIENCE (See Q40)).

Variables Q41M-Q41R: Contain data about the 3rd family member (k should be legitimately blank if the k only had ONE OR TWO FAMILY MEMBERS WITH MILITARY EXPERIENCE (See Q40)).

Variables Q41S-Q41X: Contain data about the 4th family member (k should be legitimately blank if the k only has ONE, TWO, OR THREE FAMILY MEMBERS WITH MILITARY EXPERIENCE (See Q40)).

ANSWER THIS PAGE ONLY IF MEMBERS OF YOUR IMMEDIATE FAMILY HAVE SERVED IN THE MILITARY.

41. Please record the following information about EACH member of your immediate family who has served in the military:

- A. What is the person's relationship to you?  
 B. In what service does (or did) the person serve? Circle all that apply.  
 C. How many total years of service does (or did) the person have?

- o There is space for up to 4 family members. If there are more, record information about only four in this order: Parents--Children--Brothers and Sisters.

A. Relationship to You:      B. Service:      C. Years of Service:

Circle All That Apply

PERSON 1	Father/male guardian...	1	Army.....	1	Less than 4 years.....	1
	Mother/female guardian...	2	Navy.....	1	4-9 years.....	2
	Child.....	3	Marine Corps.....	1	10-19 years.....	3
	Brother.....	4	Air Force.....	1	20 or more years.....	4
	Sister.....	5				
PERSON 2	Father/male guardian...	1	Army.....	1	Less than 4 years.....	1
	Mother/female guardian...	2	Navy.....	1	4-9 years.....	2
	Child.....	3	Marine Corps.....	1	10-19 years.....	3
	Brother.....	4	Air Force.....	1	20 or more years.....	4
	Sister.....	5				
PERSON 3	Father/male guardian...	1	Army.....	1	Less than 4 years.....	1
	Mother/female guardian...	2	Navy.....	1	4-9 years.....	2
	Child.....	3	Marine Corps.....	1	10-19 years.....	3
	Brother.....	4	Air Force.....	1	20 or more years.....	4
	Sister.....	5				
PERSON 4	Father/male guardian...	1	Army.....	1	Less than 4 years.....	1
	Mother/female guardian...	2	Navy.....	1	4-9 years.....	2
	Child.....	3	Marine Corps.....	1	10-19 years.....	3
	Brother.....	4	Air Force.....	1	20 or more years.....	4
	Sister.....	5				

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q41A	1st Relative: Relationship to R	F41A 153-154
Q41B	1st Relative: Served in Army	155-156
Q41C	1st Relative: Served in Navy	157-158
Q41D	1st Relative: Served in Marines	159-160
Q41E	1st Relative: Served in Air Force	161-162
Q41F	1st Relative: Years of Military Service	163-164

## Codes for Q41A:

01 Father/M. Guardian  
 02 Mother/F. Guardian  
 03 Child  
 04 Brother  
 05 Sister  
 -1 Missing  
 -3 Not Applicable; R Does Not Have This Relative With Military Experience

## Codes for Q41B, Q41C, Q41D, Q41E:

01 Service Marked  
 00 Service Not Marked; marked at least one service in Q41B-Q41E  
 -3 Not Applicable; R Does Not Have This Relative with Military Experience  
 -1 Missing

## Codes for Q41F:

01 Served Less than 4 years  
 02 Served 4-9 years  
 03 Served 10-19 years  
 -1 Missing  
 -3 Not Applicable; R Does Not Have This Relative With Military Experience

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q41G	2nd Relative: Relationship to R	165-166
Q41H	2nd Relative: Served in Army	167-168
Q41I	2nd Relative: Served in Navy	169-170
Q41J	2nd Relative: Served in Marines	171-172
Q41K	2nd Relative: Served in Air Force	173-174
Q41L	2nd Relative: Years of Military Service	175-176

Codes for Q41G-Q41L: See codes for 1st relative (Q41A through Q41F).

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q41M	3rd Relative: Relationship to R	177-178
Q41N	3rd Relative: Served in Army	179-180
Q41O	3rd Relative: Served in Navy	181-182
Q41P	3rd Relative: Served in Marines	183-184
Q41Q	3rd Relative: Served in Air Force	185-186
Q41R	3rd Relative: Years of Military Service	187-188

Codes for Q41M-Q41R: See codes for 1st relative (Q41A through Q41F).

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q41S	4th Relative: Relationship to R	189-190
Q41T	4th Relative: Served in Army	191-192
Q41U	4th Relative: Served in Navy	193-194
Q41V	4th Relative: Served in Marines	195-196
Q41W	4th Relative: Served in Air Force	197-198
Q41X	4th Relative: Years of Military Service	199-200

Codes for Q41S-Q41X: See codes for 1st relative (Q41A through Q41F).

## V. CURRENT MILITARY ASSIGNMENT

42. As of today, how many months have you been assigned to your present permanent post, base or duty station? Please include any extensions you may have had.


Variable Name: Q42

Tape Position: 201-202

Codes: 00 - 99 # of months assigned to present base or duty station  
 -1 Missing  
 -4 Incomplete Data Entered by R,  
 or out-of-range

43. How much longer do you expect to be at your present permanent post, base or duty station? Enter the number of months in the boxes below.

# MONTHS


Variable Name: Q43

Tape Position: 203-204

Codes: 00 - 99 # months longer at base or duty station  
 -1 Missing  
 -4 Incomplete Data Entered by R,  
 or out-of-range

44. If you had a choice of extending your tour at your current location, how much longer would you stay there?

Does not apply, I don't have a specified  
 tour length.....0  
 I would not extend my current tour.....1  
 Stay 12 months beyond my tour.....2  
 Stay 24 months beyond my tour.....3  
 Stay 36 months beyond my tour.....4  
 Stay 48 months or more beyond my tour.....5

Variable Name: Q44

Tape Position: 205-206

Codes: 00 - 05 As above  
 -1 Missing



45. How much of a problem is each of the following at your current location?

	A SERIOUS PROBLEM	SOMEWHAT OF A PROBLEM	A SLIGHT PROBLEM	NOT A PROBLEM	DON'T KNOW
Drug Use	1	2	3	4	-8
Alcohol Use	1	2	3	4	-8
Crime	1	2	3	4	-8
Racial Tension	1	2	3	4	-8

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q45A	Drug Use	207-208
Q45B	Alcoholism	209-210
Q45C	Crime	211-212
Q45D	Racial Tens.	213-214

Codes: 01 - 04 As above  
 -8 Don't Know  
 -1 Missing

46. Think about your PCS move to your present permanent post, base, or duty station. For each item below, indicate if it was a serious problem, somewhat of a problem, a slight problem, or not a problem.

	A SERIOUS PROBLEM	SOMEWHAT OF A PROBLEM	A SLIGHT PROBLEM	NOT A PROBLEM	DON'T KNOW	DOES NOT APPLY - NO SPOUSE OR DEPENDENTS/ OTHER REASONS)
Adjusting to a higher cost of living	1	2	3	4	5	-7
Moving and setting up a new household	1	2	3	4	5	-7
Paying for unreimbursed moving expenses	1	2	3	4	5	-7
Finding off-duty employment for yourself	1	2	3	4	5	-7
Finding civilian employment for your spouse or dependents	1	2	3	4	5	-7
Continuing your education	1	2	3	4	5	-7
Finding permanent housing	1	2	3	4	5	-7
Finding shopping areas, recreation facilities, etc.	1	2	3	4	5	-7
Children adjusting to new environ- ment	1	2	3	4	5	-7
Spouse adjusting to new environ- ment	1	2	3	4	5	-7
Adjusting yourself to new environ- ment	1	2	3	4	5	-7

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q46A	Adj. Higher Cost Living	215-216
Q46B	Moving & Setting UP	217-218
Q46C	Paying Unreimbursed Mvg. Exp.	219-220
Q46D	Finding Off-Duty Empl.	221-222
Q46E	Finding Civ. Emp. Spouse-Deps.	223-224
Q46F	Continuing Education	225-226
Q46G	Finding Perm. Hsng.	227-228
Q46H	Find. Shopping-Rec. Fac.	229-230
Q46I	Child. Adj. New Environ.	231-232
Q46J	Spouse Adj. New Environ.	233-234
Q46K	Self Adj. New Environ.	235-236

Codes: 01 - 04 As above  
 05 Don't Know  
 -7 Does Not Apply; because R does not have a spouse,  
 or dependents or because R felt category was not  
 applicable for some other reason.  
 -1 Missing

47. When you moved to your current location, about how much money did you spend on moving expenses FOR WHICH YOU DID NOT OR WILL NOT GET PAID BACK? Include unreimbursed expenses for you or your dependents such as: travel expenses; cost of temporary housing; cost of replacing items that were damaged or could not be moved; and other expenses for moving and setting up a new residence.

Please provide your best estimate.

0 None

UNREIMBURSED MOVING  
EXPENSES

\$

Variable Name: Q47

Tape Position: 237-240

Codes: 0000 None  
 0001-9999 \$ unreimbursed moving expenses  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

48. Before you moved to your current location, how many different location choices did you turn in?

None.....	00
1.....	01
2.....	02
3.....	03
4.....	04
5 or more.....	05

\*IF NONE, GO TO Q.50.\*

Variable Name: Q48

Tape Position: 241-242

Codes: 00-05 See above  
-1 Missing

NOTE: QUESTION 49 WAS NOT ANSWERED BY ALL RESPONDENTS.

- If the respondent did NOT turn in any location choices before moving to the current location (See Q48), then Q49 should NOT be answered.
- If the respondent did turn in ONE OR MORE location choices before moving to the current location (See Q48), then Q49 SHOULD be answered.

49. When you moved to your current location, which location choice did you actually receive?

I was not assigned to  
any location of my choice..... 00

1st..... 01  
2nd..... 02  
3rd..... 03  
4th..... 04  
5th or more..... 05

Variable Name: Q49

Tape Position: 243-244

Codes:	00	I was not assigned to any location of my choice
	01 - 05	As above
	-1	Missing
	-3	Not applicable; R did not turn in any location choices

50. What are the chances that your next tour of duty will be in an undesirable location? Mark one.

o Does not apply, I plan to retire.....-7

No chance .....(0 in 10)...00  
 Very slight possibility .(1 in 10)...01  
 Slight possibility .....(2 in 10)...02  
 Some possibility .....(3 in 10)...03  
 Fair possibility .....(4 in 10)...04  
 Fairly good possibility .(5 in 10)...05  
 Good possibility .....(6 in 10)...06  
 Probable .....(7 in 10)...07  
 Very probable .....(8 in 10)...08  
 Almost sure .....(9 in 10)...09  
 Certain .....(10 in 10)...10  
 Don't know where I'll be assigned  
 next.....-8

Variable Name: Q50

Tape Position: 245-246

Codes: 00 - 10 As above  
 -1 Missing  
 -7 Retire  
 -8 Don't know next assignment

## VI. MILITARY ASSIGNMENTS

51. Below is a list of locations where military personnel in your service are currently assigned. Check the list for your service and mark each location where you have been assigned for SIX MONTHS OR LONGER.

ARMY LOCATIONS: MARK ALL THAT APPLY

- |                   |              |                                                          |
|-------------------|--------------|----------------------------------------------------------|
| o 05 <u>ConUS</u> | o 02 Alaska  | o 19 Japan or Okinawa                                    |
|                   | o 03 Belgium | o 24 Panama Canal Zone                                   |
|                   | o 12 Germany | o 26 Portugal                                            |
|                   | o 13 Greece  | o 27 South Korea                                         |
|                   | o 15 Hawaii  | o 29 Turkey                                              |
|                   | o 17 Iran    | o 30 United Kingdom                                      |
|                   | o 18 Italy   | o 31 <u>Other overseas location,</u><br>not listed above |

NAVY LOCATIONS: MARK ALL THAT APPLY

- |                          |                    |                                                          |
|--------------------------|--------------------|----------------------------------------------------------|
| o 06 <u>ConUS Afloat</u> | o 02 Alaska        | o 18 Italy                                               |
| o 07 <u>ConUS Ashore</u> | o 04 Caribbean     | o 19 Japan or Okinawa                                    |
|                          | o 08 Diego Garcia  | o 25 Philippines                                         |
|                          | o 11 Europe Afloat | o 26 Portugal                                            |
|                          | o 14 Guam          | o 28 Spain                                               |
|                          | o 15 Hawaii        | o 30 United Kingdom                                      |
|                          | o 16 Iceland       | o 31 <u>Other overseas location,</u><br>not listed above |

MARINE CORPS LOCATIONS: MARK ALL THAT APPLY

- |                          |                       |                                                         |
|--------------------------|-----------------------|---------------------------------------------------------|
| o 06 <u>ConUS Afloat</u> | o 01 Africa           | o 19 Japan or Okinawa                                   |
| o 07 <u>ConUS Ashore</u> | o 02 Alaska           | o 20 <u>NATO Afloat</u>                                 |
|                          | o 04 Caribbean        | o 21 <u>NATO Ashore</u>                                 |
|                          | o 09 East Asia Afloat | o 22 Near East                                          |
|                          | o 10 Eastern Europe   | o 25 Philippines                                        |
|                          | o 14 Guam             | o 27 South Korea                                        |
|                          | o 15 Hawaii           | o 31 <u>Other overseas location</u><br>not listed above |

AIR FORCE LOCATIONS: MARK ALL THAT APPLY

- |                   |                        |                                                         |
|-------------------|------------------------|---------------------------------------------------------|
| o 05 <u>ConUS</u> | o 02 Alaska            | o 25 Philippines                                        |
|                   | o 12 Germany           | o 26 Portugal                                           |
|                   | o 13 Greece            | o 27 South Korea                                        |
|                   | o 14 Guam              | o 28 Spain                                              |
|                   | o 15 Hawaii            | o 29 Turkey                                             |
|                   | o 18 Italy             | o 30 United Kingdom                                     |
|                   | o 23 Netherlands       | o 31 <u>Other overseas location</u><br>not listed above |
|                   | o 24 Panama Canal Zone |                                                         |

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q51A	01 Africa	247-248
Q51B	02 Alaska	249-250
Q51C	03 Belgium	251-252
Q51D	04 Caribbean	253-254
Q51E	05 Conus	255-256
Q51F	06 Conus Sea	257-258
Q51G	07 Conus Shore	259-260
Q51H	08 Diego Garcia	261-262
Q51I	09 E. Asia Sea	263-264
Q51J	10 E. Europe	265-266
Q51K	11 Europe Sea	267-268
Q51L	12 Germany	269-270
Q51M	13 Greece	271-272
Q51N	14 Guam	273-274
Q51O	15 Hawaii	275-276
Q51P	16 Iceland	277-278
Q51Q	17 Iran	279-280
Q51R	18 Italy	281-282
Q51S	19 Japan	283-284
Q51T	20 Nato Sea	285-286
Q51U	21 Nato Shore	287-288
Q51V	22 Near East	289-290
Q51W	23 Netherlands	291-292
Q51X	24 Panama	293-294
Q51Y	25 Philippines	295-296
Q51Z	26 Portugal	297-298
Q51AA	27 S. Korea	299-300
Q51BB	28 Spain	301-302
Q51CC	29 Turkey	303-304
Q51DD	30 U. Kingdom	305-306
Q51EE	31 Other	307-308



## Codes For Q51A-Q51EE:

- 01 Marked location
- 00 Did not mark this location but marked at least one location in Q51A-Q51EE.
- 1 Missing data in all sub-items in Q51A-Q51EE.

NOTE: Question 51 was actually treated as a "Mark All That Apply" item; there are 31 separate variables, one for each of the 31 different military locations listed in Q51.

In examining "optical scan questionnaire", the user will see that four separate location lists, one for each Service, were provided for the respondent. Some of the locations appear on more than one Service listing; however, each service contains unique locations not provided on the other lists. The respondent was instructed to select locations where he/she had served (for 6 months or longer) from his/her own Service List. However, it was anticipated that some Respondents might use the wrong service listing. Therefore the following procedures were used:

- First, the codes assigned to service locations are the SAME ACROSS ALL SERVICES, e.g. on the printed questionnaire Alaska is code 02 in all four service lists. (Note: These codes also appear in Q52).
- Second, Code 01 was assigned to every location marked by R even if R selected locations from the wrong service listing.

It is also important to note that some respondents may have served in more than one service and could have legitimately marked locations which appear on another Service Listing.

In processing the item, Code 01 indicates that the R marked the location (even if he/she used the wrong service listing); Code 00 indicates that the R did not mark the specific location but that another location in the question series, Q51A-Q51EE was marked.

Code -1 "Missing" is assigned only in those cases where the respondent left all of the location categories of the question BLANK.

52. Please review the overseas locations for your service in Q51 and think about having to choose locations for your next overseas assignment. Consider Alaska and Hawaii as overseas locations. DO NOT include ConUS when you answer A and B below.

- |                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>A.</p> <p>If you were making a list, which three overseas locations would be your <u>top</u> choices? Record the name and two-digit code of your choices in Chart #1 below.</p> <p>o List your 1st choice in space A.</p> <p>o List your 2nd choice in space B.</p> <p>o List your 3rd choice in space C.</p> | <p>B.</p> <p>Which three overseas locations would be at the <u>bottom</u> of your list? Record the name and two-digit code of the bottom three in Chart #2 below.</p> <p>o List your <u>LAST</u> choice in space Z.</p> <p>o List your <u>NEXT-TO-LAST</u> choice in space Y.</p> <p>o List your <u>SECOND-TO-LAST</u> choice in space X.</p> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Chart #1

Chart #2

BEST OVERSEAS LOCATIONSWORST OVERSEAS LOCATIONS

NAME	CODE #	NAME	CODE #
A. 1st Choice: _____		X. 2nd to Last Choice: _____	
B. 2nd Choice: _____		Y. Next to Last Choice: _____	
C. 3rd Choice: _____		Z. Last Choice: _____	

INSTRUCTIONS: Be sure you have recorded the name of the overseas location and its two digit identification number in the spaces above.

Variable Name	Content	Flag	Tape Position
Q52A	1st Choice Overseas Loc.	F52A	309-310
Q52B	2nd Choice Overseas Loc.	F52B	311-312
Q52C	3rd Choice Overseas Loc.	F52C	313-314
Q52X	2nd To Last Choice Overseas Loc.	F52X	315-316
Q52Y	Next To Last Choice Overseas Loc.	F52Y	317-318
Q52Z	Last Choice Overseas Loc.	F51Z	319-320

## Codes for Q52A-Q52Z:

- 01 - 31 Overseas location codes from QN51  
 02, 12  
 52 - 74 Foreign country codes from QN7.  
 -1 Missing  
 -4 Incomplete Data Entered by R,  
 or out-of-range

Note: (1) Respondents were instructed to use the list of overseas location codes (01-31) from QN51. The legitimate codes were 01-31. (Also refer to notes for Q51).

(2) It appears as though some respondents used the wrong list of country codes which is provided in Q7. See chart below for a comparison of codes in Q7 vs. 51.

## Comparison of Overseas Codes in Q7 and Q51

WRONG LIST	CORRECT LIST
Question 7	Question 51
Foreign Country Codes	
01 Alaska	01 Alaska (AR, NA, MC, AF)
12 Hawaii	15 Hawaii (AR, NA, MC, AF)
52 Africa	01 Africa (MC)*
53 Belgium	03 Belgium (AR,)
54 Caribbean	04 Caribbean (NA, MC)
55 Diego Garcia	08 Diego Garcia (NA, MC)
56 East Asia	09 Eastern Asia Afloat (MC)
57 Eastern Europe	10 Eastern Europe (MC)
58 Germany	12 Germany (AR, AF)
59 Greece	13 Greece (AR, AF)
60 Guam	14 Guam (NA, MC, AF)
61 Iceland	16 Iceland (NA)
62 Iran	17 Iran (AR)
63 Italy	18 Italy (AR, NA, AF)
64 Japan or Okinawa	19 Japan or Okinawa (AR, NA, MC)
65 Near East	22 Near East (MC)
66 Netherlands	23 Netherlands (AF)
67 Panama Canal Zone	24 Panama (AR, AF)
68 Philippines	25 Philippines (NA, MC, AF)
69 Portugal	26 Portugal (AR, NA, AF)
70 South Korea	27 South Korea (AR, MC, AF)
71 Spain	28 Spain (NA, AF)
72 Turkey	29 Turkey (AR, AF)
73 United Kingdom	30 United Kingdom (AR, NA, AF)
74 Other overseas location not listed above	31 Other overseas location (AR, NA, MC, AF) not listed above

NOTE: Indicates the Service lists which contain the specified location.

- o These questions are about the locations you listed in Chart #1 and Chart #2 as the Three Best Overseas Locations and the Three Worst Overseas Location for your next overseas tour.
- o The six locations will be referred to as Locations A, B, C, X, Y, and Z.
- o In the next two questions, please assume that:
  - You are on an Accompanied Tour in these areas--if you have a spouse or dependents and they are authorized at the location.
  - At that location, you would receive all other pays and allowances that you get now.

[INSTRUCTIONS FOR COMPLETING CHART #3]:

- c Under Column A, mark how likely you would be to extend your tour for one year in Location A.
- c Under Column B, mark how likely you would be to extend your tour for one year in Location B.
- c Continue filling out the chart until you have marked the possibility of extending your tour if you were assigned to each of the six locations.

Chart #3

POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IN THE FOLLOWING LOCATIONS

			BEST			WORST		
			A	B	C	X	Y	Z
No chance	00	in 100	0	0	0	0	0	0
Very slight possibility	01	in 100	0	0	0	0	0	0
Slight possibility	02	in 100	0	0	0	0	0	0
Some possibility	03	in 100	0	0	0	0	0	0
Fair possibility	04	in 100	0	0	0	0	0	0
Fairly good possibility	05	in 100	0	0	0	0	0	0
Good possibility	06	in 100	0	0	0	0	0	0
Probable	07	in 100	0	0	0	0	0	0
Very probable	08	in 100	0	0	0	0	0	0
Almost sure	09	in 100	0	0	0	0	0	0
Certain	10	in 100	0	0	0	0	0	0
Don't know	20		0	0	0	0	0	0

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q53A	1st Location Choice	321-322
Q53B	2nd Location Choice	323-324
Q53C	3rd Location Choice	325-326
Q53X	2nd To Last Loc. Choice	327-328
Q53Y	Next To Last Loc. Choice	329-330
Q53Z	Last Loc. Choice	331-332

Codes for Q53A-Q53Z:

00-10	As above
-8	Don't know
-1	Missing

54. Again, assume that you are actually assigned to Locations A, B, C, X, Y or Z. How likely would you be to extend your tour of duty in these locations for one more year if you were given a \$200 per month location bonus? Use Chart #4 to record your answers, as you did in Chart #3.

CHART #4

POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IF GIVEN A \$200 PER MONTH LOCATION BONUS

	BEST			WORST		
	A	B	C	X	Y	Z
No chance .....(0 in 10)....00	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Very slight possibility .(1 in 10)....01	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Slight possibility .....(2 in 10)....02	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some possibility .....(3 in 10)....03	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair possibility .....(4 in 10)....04	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fairly good possibility .(5 in 10)....05	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good possibility .....(6 in 10)....06	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Probable .....(7 in 10)....07	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Very probable .....(8 in 10)....08	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Almost sure .....(9 in 10)....09	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Certain .....(10 in 10)....10	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know.....-8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q54A	1st Location Choice	333-334
Q54B	2nd location Choice	335-336
Q54C	3rd Location Choice	337-338
Q54X	2nd To Last Loc. Choice	339-340
Q54Y	Next To Last Loc. Choice	341-342
Q54Z	Last Location Choice	343-344

Codes for Q54A-Q54Z:

00-10	As above
-8	Don't know
-1	Missing

55. Use the list of overseas locations in Q51 and the instructions below for your service:

ARMY AND AIR FORCE: Please the record the name and two-digit code for the LAST OVERSEAS LOCATION where you were assigned for six months or longer.

NAVY AND MARINE CORPS: Please record the name and two digit code for the LAST OVERSEAS LOCATION where you had shore duty for six months or longer.

Does not apply, I don't have a  
previous overseas assignment (GO TO Q57) = -7  
CODE #

NAME OF LAST OVERSEAS LOCATION: (See Q51)


Variable Name: Q55A

Flag: F55A

Tape Position: 345-346

Codes:	01 - 31	Overseas Location Code from Q51.
	02,15, 52 -74	Foreign country codes from Q7
	-7	No previous Overseas Assignment
	-1	Missing
	-4	Incomplete Data Entered by R, or out-of-range

- Note: (1) Respondents were instructed to use the list of overseas codes from Q51. The legitimate codes were 01-31. Any other codes listed are INVALID.
- (2) It appears as though some Rs used the wrong list of country codes which is found in Q7. (See Notes for Q52.)
- (3) Question Item number is Q55 but the variable name is Q55A.

NOTE: QUESTION 55A AND 56 ARE NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent DID NOT have a previous overseas assignment (See Q55), then Question 55A and Q56 should NOT be answered.
- If the respondent did have a previous overseas assignment (See Q55), then Question 55A and Q56 should be answered.

55A. When did you complete your assignment in the overseas location listed in Q55?

WITHIN THE PAST YEAR.....1  
 AT LEAST 1 YEAR BUT LESS THAN 2 YEARS...2  
 AT LEAST 2 YEARS BUT LESS THAN 3 YEARS...3  
 AT LEAST 3 YEARS BUT LESS THAN 4 YEARS...4  
 4 YEARS OR MORE.....5

Variable Name: Q55B

Tape Position: 347-348

Codes: 01 - 05 See above  
 -1 Missing  
 -3 Not Applicable; R did not have a previous overseas assignment

Note: Question item number is Q55, but the variable name is Q55B.

56. Were you accompanied by your spouse or dependents at the overseas location you listed in Q55?

Does not apply, I do not have a spouse or dependents.....-6  
 Yes, I was accompanied by my spouse or dependents.....1  
 No, I was not accompanied because my spouse or dependents were not authorized at this location.....2  
 No, I was not accompanied for other reasons.....3

Variable Name: Q56

Tape Position: 349-350

Codes: 01 - 03 See above  
 -6 No spouse  
 -1 Missing  
 -3 Not Applicable; R did not have a previous overseas assignment

NOTE: ALL SUB-ITEMS IN QUESTION 57 ARE NOT ANSWERED BY ALL RESPONDENTS:

- Question 57 was treated as 13 separate variables, Q57A-Q57M.
- If a respondent indicated in Q57A that he was never assigned to an overseas location, then Q57B-Q57M should NOT be answered. In these situation, code -3 (Not Applicable: R was never assigned overseas) was assigned to Q57B-Q57M.
- If a respondent has served at an overseas location, then Q57B-Q57M should be answered.
- It is important to note that all code -3 responses in Q57B-Q57M should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.



NOTE: ALL SUB-ITEMS IN Q57 ARE NOT ANSWERED BY ALL RESPONDENTS  
(See note on preceding page)

The next question is about your feelings about the overseas location where you are now or your last overseas assignment if you are in ConUS now.

57 A. IF YOU ARE CURRENTLY ASSIGNED TO SHORE DUTY IN AN OVERSEAS LOCATION, please rate each of the following items at your current overseas location.

B. IF YOU ARE NOT CURRENTLY ASSIGNED TO SHORE DUTY IN AN OVERSEAS LOCATION, please rate each of the following items at the overseas location that you listed in Q55.

o Does not apply, I was never assigned to shore duty in an overseas location. (Go to Q58)

CHARACTERISTICS OF CURRENT OR LAST OVERSEAS ASSIGNMENT	EXCELLENT	GOOD	FAIR	POOR	VERY POOR	DOES NOT APPLY, NO SPOUSE OR DEPENDENTS/ OTHER REASONS
Climate .....	1	2	3	4	5	-7
Distance to population centers....	1	2	3	4	5	-7
Cost of living.....	1	2	3	4	5	-7
Availability of military housing.....	1	2	3	4	5	-7
Availability of civilian housing.....	1	2	3	4	5	-7
Availability of goods and services at the post, base, or duty station.....	1	2	3	4	5	-7
Recreational facilities.....	1	2	3	4	5	-7
Attitudes of residents towards Americans.....	1	2	3	4	5	-7
Availability of civil- ian work for spouse or dependents.....	1	2	3	4	5	-7
Quality of schools for dependents.....	1	2	3	4	5	-7
Availability of medical care for you.....	1	2	3	4	5	-7
Availability of medical care for spouse or dependents.....	1	2	3	4	5	-7

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q57A	Never Assigned Overseas	351-352
Q57B	Climate	353-354
Q57C	Dist. Pop. Centers	355-356
Q57D	Cost of Living	357-358
Q57E	Avail. Mil. Hsng.	359-360
Q57F	Avail. Civ. Hsng.	361-362
Q57G	Avail. Goods/Servs.	363-364
Q57H	Recreat. Fac.	365-366
Q57I	Attitudes To Amers.	367-368
Q57J	Avail. Civ. Wk. Spouse Deps.	369-370
Q57K	Qual. Dep. Schls.	371-372
Q57L	Avail. Med. Care Self	373-374
Q57M	Avail. Med. Care Spouse-Deps.	375-376

## Codes for Q57A:

00	Never Overseas
01	R is currently or previously served overseas
-1	Missing data in all sub-items in Q57 (Q57A-Q57M)

## Codes for Q57B - Q57M:

01	Excellent
02	Good
03	Fair
04	Poor
05	Very Poor
-7	Does Not Apply/No sps, Dep or Other Reason
-1	Missing
-3	Not Applicable; R was never assigned overseas

58. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment?

Does not apply, I  
 didn't have a  
 spouse or  
 dependents.....-7  
 No Months.....00  
 1-2.....01  
 3-4.....02  
 5-6.....03  
 7-8.....04  
 9-10.....05  
 11-12.....06

Variable Name: Q58

Tape Position: 377-378

Codes: 00 - 06 As Above  
 -7 Does Not Apply, I don't have a spouse or  
 dependents  
 -1 Missing

59. In all the time you have been on active duty, how many times did you move to a new location because of your permanent changes of station (PCS)?

0.....00  
 1.....01  
 2.....02  
 3.....03  
 4.....04  
 5.....05  
 6.....06  
 7.....07  
 8.....08  
 9.....09  
 10 or more.....10

Variable Name: Q59

Tape Position: 379-380

Codes: 00 - 10 As above  
 -1 Missing

60. In all the time you've been on active duty, how many times did your spouse or dependents move to a new location because of your permanent changes of station (PCS)?

Does not apply, I don't have a spouse or dependents.....-7

0.....	00
1.....	01
2.....	02
3.....	03
4.....	04
5.....	05
6.....	06
7.....	07
8.....	08
9.....	09
10 or more.....	10

Variable Name: Q60

Tape Position: 381-382

Codes:	00 - 09	As above, number of PCS
	10	10 or more PCS
	-7	Does Not Apply, I don't have a spouse or dependents
	-1	Missing

61. In all the time you have been on active duty, how many years have you spent at an overseas location? NAVY AND MARINE CORPS PERSONNEL:  
Please count total time assigned to both shore and sea duty in overseas locations.

o	No time at an overseas location...	-6
o	Less than 1 year.....	00

# YEARS OVERSEAS

Variable Name: Q61

Flag: F61

Tape Position: 383-384

Codes:	01 - 20	# of years overseas
	-6	No time overseas
	00	Less than one year
	-1	Missing
	-4	Incomplete data entered by R, or out-of-range

NOTE: QUESTION 62 IS NOT ANSWERED BY ALL RESPONDENTS:

- If the respondent is in the Army or Air Force, then Q62 should NOT be answered.
- If the respondent is in the Navy or Marines, then Q62 SHOULD be answered.

62. FOR NAVY AND MARINE CORPS PERSONNEL ONLY: In all the time you have been on active duty, how many years have you been on sea duty?

- o No time on sea duty..... -6
- o Less than 1 year..... 00

# YEARS ON SEA DUTY


Variable Name: Q62

Flag: F62

Tape Position: 385-386

Codes:	01 - 20	# of years on sea duty
	-6	No time on sea duty
	00	Less than one year
	-1	Missing
	-3	Not applicable; R is in the Army or Air Force
	-4	Incomplete data entered by R, or out-of-range

## VIII. MILITARY ATTITUDES

63. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship. Mark one number on the line below.

MORALE IS  
VERY  
LOW

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

MORALE IS  
VERY  
HIGH

Variable Name: Q63

Tape Position: 387-388

Codes: 01 - 07 As above, seven point Morale scale  
-1 Missing

64. Approximately how many military personnel are assigned to your present permanent post, base or duty station? Just give your best estimate.

Mark One

Less than 25 military personnel.....1  
25-499 military personnel.....2  
500-1,999 military personnel.....3  
2,000-5,000 military personnel.....4  
Over 5,000 military personnel.....5  
Don't know/not sure.....-8

Variable Name: Q64

Tape Position: 389-390

Codes: 01 - 05 See above  
-8 Don't know  
-1 Missing

65. How well do you think most of the military personnel at your present post, base or duty station would perform their wartime mission? Please mark one number to indicate your opinion on the line below.

NOT  
PERFORM  
AT ALL

PERFORM  
VERY  
WELL

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

Don't know/no opinion = -8

Variable Name: Q65

Tape Position: 391-392

Codes: 01 - 07 As above, seven point performance scale  
-8 Don't know  
-1 Missing

66. Think for a minute about the most important combat equipment that your post, base or duty station needs to perform its wartime mission. How well would this equipment work in a wartime mission? Please mark one number to indicate your opinion.

NOT  
PERFORM  
AT ALL

PERFORM  
VERY  
WELL

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

Don't know/no opinion = -8

Variable Name: Q66

Tape Position: 393-394

Codes: 01 - 07 As above, seven point performance scale  
-8 Don't know  
-1 Missing

## VIII. MILITARY TRAINING AND WORK EXPERIENCE

67. Follow the instructions below for your service:

- ARMY: Record your current Primary Specialty and the first Primary Specialty (or MOS) that you received when you entered active duty. For your Specialty Code, use the first two numbers and the letter. For example, Specialty 63A would be marked as 63A. Do not make any marks for the fourth letter/number. If you received a MOS when you entered the service, record the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.
- NAVY: Record your current Primary Designator and the first Primary Designator that you received when you entered active duty. Use all four digits of your Designator. For example, Designator 8518 would be marked as 8518.
- MARINE CORPS: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 8301 would be marked 8301.
- AIR FORCE: Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC--DO NOT USE LETTERS. For example, AFSC A43130C would be marked 4313.

INSTRUCTIONS: Write one number or letter in each box. Then, mark the matching circle below each box.

A. MY CURRENT PRIMARY SPECIALTY/DESIGNATOR/MOS/AFSC IS:

<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto;"></div> <p>First Letter/Number</p>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto;"></div> <p>Second Letter/Number</p>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto;"></div> <p>Third Letter/Number</p>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto;"></div> <p>Fourth Letter/Number</p>
------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------

☐ I don't know my current Primary SPECIALTY/DESIGNATOR/MOS/AFSC

Note: See Appendix B for a discussion of a special circumstance that is performed on special orders and code.



## (QUESTION ITEM 67 "CURRENT PMOS" CONTINUED)

- Note: a. In processing Q67, (Current MOS), each letter/number of the current MOS is treated as a separate variable which is assigned two (2) tape positions. Q67A = 1st char, Q67B = 2nd char, Q67C = 3rd char, Q67D = 4th char. Variable Q67E is marked if the respondent does not know his/her current MOS. If the R marked "Don't Know" in Q67E, then Q67A-Q67D were RECORDED to code -3 (Not Applicable).
- b. Each letter/number of the current MOS is right-justified, preceded by a Blank.
- c. If Q67 (Current MOS) was left completely unanswered -- that is, the R did not mark his/her MOS and did not mark don't know, then all variables in the series Q67A-Q67D were coded -1 for Missing and Q67E was coded 9 for Missing Data.
- d. If the respondent marked only one or two characters of his/her current MOS but did not mark the third or fourth char. Blanks were left in those omitted response fields of the current MOS.
- e. It is important to note that code -3 (Not Applicable) responses in Q67A-Q67D should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

Variable Name	Content	Tape Position
Q67A	1st Char. Curr. Pri. Mos.	395-396
Q67B	2nd Char. Curr. Pri. Mos.	397-398
Q67C	3rd Char. Curr. Pri. Mos.	399-400
Q67D	4th Char. Curr. Pri. Mos.	401-402

## Codes for Q67A - Q67D:

A-Z	Curr. Pri. Mos. Ltr.
0-9	Curr. Pri. Mos. Number
-1	Missing data in all sub-items Q67A-Q67E
-3	Not Applicable; R does Not know His/Her Current PM
Blank	Blank response (1) R marked only one or two letter/number of the current MOS but did not mark the third or fourth. (2) Blanks were left in the omitted response fields.

Variable Name	Content	Tape Position
Q67E	Don't Know Curr. Pri. Mos.	413

## Codes for Q67E:

1	Don't Know My Current Mos
0	Not Applicable; R Recorded His/Her Current PM'S in Q67A-Q67D
9	Missing data for all sub-items Q67A-Q67E

B. MY FIRST PRIMARY SPECIALTY/DESIGNATOR/MOS/AFSC AT ENTRY WAS:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
First	Second	Third	Fourth
Letter/Number	Letter/Number	Letter/Number	Letter/Number

o I don't know my first Primary SPECIALTY/DESIGNATOR/MOS/AFSC

- Note: a. In processing Q67 (FIRST MOS), each letter number of the FIRST MOS received at entry into the military is treated as a separate variable which is assigned two (2) tape positions. Q67F = 1st char, Q67G = 2nd char, Q67H = 3rd char, Q67I = 4th char. Variable Q67J is marked if the respondent did not know his/her first MOS. If the R marked "Don't Know" in Q67J, then Q67F-Q67I were RECODED to code -3 (Not Applicable).
- b. Each letter/number of the FIRST MOS is right-justified, preceded by a Blank.
- c. If Q67 (FIRST MOS) was left completely unanswered -- that is, R did not mark his/her first MOS and did not mark "don't know my first MOS", then all variables in the series Q67F-Q67I were coded as -1 for "Missing" and Q67J was coded 9 for "Missing" data.
- d. If the respondent marked only one or two characters of his/her FIRST MOS but did not mark the third or fourth character, Blanks were left in those omitted fields of the FIRST MOS.
- e. It is important to note that code -3 (Not Applicable) responses in Q67F-Q67I should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

Variable Name	Content	Tape Position
Q67F	1st Char. 1st Pri. Mos.	404-405
Q67G	2nd Char. 1st Pri. Mos.	406-407
Q67H	3rd Char. 1st Pri. Mos.	408-409
Q67I	4th Char. 1st Pri. Mos.	410-411

Codes for Q67F - Q67I:

A-Z	Curr. Pri. Mos. Ltr.
0-9	Curr. Pri. Mos. Number
-1	Missing data in all sub-items, Q67F-Q67I
-3	Not Applicable; R does N't Know His/Her First PMOS
Blank	Blank response (See explanation in Q67A-Q67D)

Variable Name	Content	Tape Position
Q67J	Don't Know 1st Pri. Mos.	412

Codes: 1	Don't Know My First PMOS
0	Not Applicable; R recorded his/her first PMOS in Q67F-Q67I
9	Missing data in all sub-items, Q67F-Q67I

68. Is your current Primary SPECIALTY/DESIGNATOR/MOS/AFSC the one to which you were assigned when you FIRST entered active duty?

Yes.....1  
No, I was involuntarily reclassified...2  
No, I have voluntarily changed it.....3

\*IF YES TO Q68, GO TO Q70\*

Variable Name: Q68

Tape Position: 413-414

Codes: 01 - 03 As above  
-1 Missing

NOTE: QUESTION 69 IS NOT ANSWERED BY ALL RESPONDENTS

- If the respondent indicated in Q68 that his/her current MOS IS THE SAME as the one received at entry into the military, then Q69 should NOT be answered.
- If the respondent indicated in Q68 that his/her current MOS is NOT the same as the one received at entry into the military because it was either voluntarily or involuntarily changed, then Q69 SHOULD be answered.

69. How many years were you assigned to your first Primary SPECIALTY/ DESIGNATOR/MOS/AFSC before you were reclassified or changed to your current Primary Specialty/Designator/MOS/AFSC?

o Less than 1 year...00

Variable Name: Q69

Tape Position: 415-416

Codes:	00	Less Than 1 Year
	01 - 30	# of years assigned first PMOS
	-1	Missing
	-3	Not Applicable; R is currently assigned to the same PMOS received at entry into the military
	-4	Incomplete data entered by R, or out-of-range

## IX. AREAS OF MILITARY LIFE

## A. INTERGROUP RELATIONS

70. Altogether, how many military personnel are assigned to your primary work unit?

# PEOPLE

Variable Name: Q70

Tape Position: 417-419

Codes: 000-999 # of people assigned to your primary work unit  
 -1 Missing  
 -4 Incomplete data entered by R,  
 or out-of-range

71. About how many of the people in your primary work unit are members of racial or ethnic minority groups?

Most.....1  
 More than half.....2  
 About half.....3  
 Some.....4  
 A few.....5  
 None.....6

Variable Name: Q71

Tape Position: 420-421

Codes: 01 - 06 As above  
 -1 Missing

NOTE: ALL SUB-ITEMS IN QUESTION 72 ARE NOT ANSWERED BY ALL RESPONDENTS

- Question 72 was treated as 5 separate variables, Q72A-Q72E.
- If a respondent indicated in Q72E that "There are no other members of my race in my unit", then Q72A-Q72D should NOT be answered. In these situations, code -3 (Not Applicable: No co-workers of same race) was assigned to Q72A-Q72D.
- If a respondent does have "people of his own race in the unit", then Q72A-Q72D SHOULD be answered.
- It is important to note that all code -3 responses in Q72A-Q72D should be treated as LEGITIMATE CODES and should be included in all tabulations for this item.

72. In your primary work unit, how often do people of your own race do each of the following?

E. Does not apply, there are no other members  
of my race in my unit...(GO TO Q73)..... 01

VERY  
OFTEN    OFTEN    SOMETIMES    SELDOM    NEVER

A. Complain about better treatment being given to people of other races or ethnic groups in the Armed Forces.....	1	2	3	4	5
B. Avoid doing things with people of other races or ethnic groups.....	1	2	3	4	5
C. Talk badly or tell racist jokes about people of other races or ethnic groups.....	1	2	3	4	5
D. Talk to each other about the problems of other races or ethnic groups in the Armed Forces.....	1	2	3	4	5

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q72A	Own Race Complains Bttr. Trtmt. Others	422-423
Q72B	Own Race Avoids Other Races	424-425
Q72C	Own Race Talks Badly About Others	426-427
Q72D	Own Race Talks About Probs. Other Races	428-429

## Codes:

01-05	As above
-1	Missing
-3	Not Applicable; There are no co-workers of same race as R.

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q72E	Does Not Apply-No Other Members of Race in Unit	430-431

## Codes for Q72E:

01	No other coworkers of same race
00	R Has Co-Workers of Same Race
-1	Missing

Note: Variable Q74E, the does not apply category, appears as the first item on the hard copy questionnaire; however on the tape it appears as the last item in the QN 72 series.

NOTE: Q 73 IS ANSWERED BY ALL RESPONDENTS.

73. Leaders of your service have many concerns that compete for their attention and interest. Among these many concerns, how important do you think the subject of equal opportunity and race relations training is to your service leaders?

Very Important.....1  
Somewhat Important.....2  
Fairly Important.....3  
Not important.....4

Variable Name: Q73

Tape Position: 432-433

Codes: 01 - 04 As above  
-1 Missing

74. In general, which of the following statements comes closest to your opinion?

Mark One

- In my service, Blacks are treated A LOT BETTER than Whites .....1
- In my service, Blacks are treated BETTER than Whites .....2
- In my service, Blacks are treated exactly the SAME as Whites .....3
- In my service, Blacks are treated WORSE than Whites .....4
- In my service, Blacks are treated A LOT WORSE than Whites .....5

Variable Name: Q74

Tape Position: 434-435

Codes: 01 - 05 As above  
-1 Missing

75. In your service, which racial group has the best chances for promotion to higher OFFICER grades?

Mark One

- Whites have the best chance.....1
- Blacks have the best chance.....2
- Other minorities have the best chance.....3
- Chances are equal for all races.....4

Variable Name: Q75

Tape Position: 436-437

Codes: 01 - 04 As above  
-1 Missing



76. At your present post, base, or duty station, have you personally experienced racial or ethnic discrimination in any of the following areas?  
MARK 'YES' OR 'NO' FOR EACH.

	YES	NO
Local civilian housing.....	1	0
Local civilian services in stores, bars, banks, restaurants, etc, .....	1	0
Exchange services such as snack bar; barber or beauty shops, etc.....	1	0
Training and education opportunities.....	1	0
Promotion opportunities.....	1	0
Daily duty assignments.....	1	0

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q76A	Disc. Civ. Hsng.	438-439
Q76B	Disc. Stores	440-441
Q76C	Disc. Exch. Svcs.	442-443
Q76D	Disc. Trng. Educ.	444-445
Q76E	Disc. Promo. Opps.	446-447
Q76F	Disc. Duty Assnmts.	448-449

Codes:	01	Yes
	00	No
	-1	Missing

NOTE: ALL SUB ITEMS IN Q77 ARE NOT ANSWERED BY ALL RESPONDENTS.

- Q77 was treated as 15 separate variables, Q77A-Q77O
- If a respondent indicated in Q77O that he/she did NOT HAVE A PROBLEM in the past year, then Q77A-Q77N should NOT be answered. In these situation, code -3 (Not Applicable) was assigned to Q77A-Q77N.
- If the respondent did not indicate in Q77O that he/she did not have a problem, then Q77A-Q77N SHOULD be answered.
- It is important to note that all code -3 (Not Applicable) responses in Q77A-Q77N should be treated as LEGITIMATE CODES and should be included in all tabulations for the item.

#### B. SPECIFIC MILITARY POLICIES

77. During the past year, did you try to solve a complaint, grievance or problem by reporting it to any of the following channels?  
MARK 'YES' OR 'NO' FOR EACH.

0. Does not apply, I did not have a problem

	YES, USED	NO, DID NOT USE
A. Chaplain.....	1	0
B. Your immediate supervisor.....	1	0
C. Unit complaint officer/NCO.....	1	0
D. Unit commander.....	1	0
E. Base commander.....	1	0
F. Commander at higher headquarters....	1	0
G. Base/Local inspector for complaints (Inspector General).....	1	0
H. Higher service level Inspector General.....	1	0
I. Armed Forces Disciplinary Control Board.....	1	0
J. Secretary of Military Department....	1	0
K. Councils (Human Relations, NCO, JOC, etc).....	1	0
L. Equal Opportunity Office.....	1	0
M. Congressman.....	1	0
N. Other civilian agency or individual.....	1	0

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q77A	Chaplain	450-451
Q77B	Supervisor	452-453
Q77C	Unit Compl. Ofcr/Neo	454-455
Q77D	Unit Cmdr.	456-457
Q77E	Base Cmdr.	458-459
Q77F	Cmdr. Hghr. Hq.	460-461
Q77G	Base Insp. Gen.	462-463
Q77H	Hghr. Serv. Insp. Gen.	464-465
Q77I	A.F. Disp. Cont. Bd.	466-467
Q77J	Secy. Mil. Dept.	468-469
Q77K	Councils	470-471
Q77L	E.O. Ofc.	472-473
Q77M	Congressman	474-475
Q77N	Other Civ. Agcy. or Ind.	476-477

Codes for Q77A - Q77N:

01	Yes
00	No
-1	Missing
-3	Not Applicable; R Did Not Have a Problem

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q770	Does Not Apply/No Probl.	478-479

Codes:	01	Does Not Apply; R Did Not Have a Problem
	00	R Had a Problem
	-1	Missing

Note: Variable Q770 appears as the first item on the hard copy questionnaire; however on the tape it appears as the last item in the QN77 series.

## C. WOMEN IN THE MILITARY

78. How much do you agree or disagree with the following statements about women in the military?

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE
Women should be allowed to perform the skills in my primary MOS/RATING/AFSC.....	1	2	3	4	5
Most women have the physical capacity to perform the skills in my primary MOS/RATING/AFSC..	1	2	3	4	5
Most women have the mental aptitude to perform the skills in my primary MOS/RATING/AFSC..	1	2	3	4	5
Women should learn to use weapons.....	1	2	3	4	5
Women should be allowed to engage in hand-to-hand combat.....	1	2	3	4	5
Women should be given training and used in combat situations..	1	2	3	4	5

Variable Name	Content	Tape Position
Q78A	Shd. Be Prfrmng. in my Pri Mos.	480-481
Q78B	Hv. Phys. Cap. for my Pri. Mos.	482-483
Q78C	Hv. Ment. Apt. for my Pri. Mos.	484-485
Q78D	Shd. Learn to use Weapons	486-487
Q78E	Shd. Eng. in Hnd. to Hnd. Comb.	488-489
Q78F	Shd. Be traindr. and used in Comb.	490-491

Codes: 01 - 05 As above  
-1 Missing

79. How many of the people in your primary work unit are military women?

More than half.....1  
About half.....2  
Some.....3  
A few.....4  
None.....5

Variable Name: Q79

Tape Position: 492-493

Codes: 01 - 05 As above  
-1 Missing

NOTE: ALL SUB-ITEMS IN QUESTION 80 ARE NOT ANSWERED BY ALL RESPONDENTS

- Question 80 was treated as 10 separate variables, Q80A-Q80J
- If a respondent indicated in Q79 that there are "No women in the work unit" then Q80A-Q80J should NOT be answered. In these situation, code -3 (Not Applicable) was assigned to Q80A-Q80J.
- If a respondent indicated in Q79 that there were "Women in the work unit", then Q80A-Q80J SHOULD be answered.
- It is important to note that all code -3 (Not Applicable) responses in Q80A-Q80J should be treated as LEGITIMATE CODES and should be included in all tabulations for the item.

80. How much do you agree or disagree with the following statements about the women in your primary work unit?

J. Does not apply, there are no women in my work unit (Go to Q81)

In general, women in my present work unit:	STRONGLY		NEITHER		STRONGLY
	AGREE	DISAGREE	AGREE	DISAGREE	DISAGREE
A. Compared to their male counterparts, women are more likely to work outside the career field for which they were trained.....	1	2	3	4	5
B. Get their complaints handled faster than men.....	1	2	3	4	5
C. Have better opportunities for technical training than men.....	1	2	3	4	5
D. Cannot take criticism or discipline as well as male counterparts.....	1	2	3	4	5
E. Receive less respect than men do as officers and NCO's.....	1	2	3	4	5
F. Are promoted ahead of men even if the man is better qualified.....	1	2	3	4	5
G. Will work extra hours when needed.....	1	2	3	4	5
H. Expect special treatment because they are women.....	1	2	3	4	5
I. Can supervise as well as men.....	1	2	3	4	5

NOTE: Refer to note before Q80.

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q80A	Work Outside Career Field	494-495
Q80B	Complaints Handled Fstr.	496-497
Q80C	Btr. Opps. Tech. Trng.	498-499
Q80D	Can't Take Criticism	500-501
Q80E	Rcve. Less. Respect	502-503
Q80F	Prom. Ahead of Men	504-505
Q80G	Will Wk. Extra Hrs.	506-507
Q80H	Expect Spec. Trtmt.	508-509
Q80I	Supervise Well As Men	510-511

Codes for Q80A - Q80I:

01 - 05	See above
-1	Missing
-3	Not Applicable; There are no women in R's Work Unit

<u>Variable Name</u>	<u>Content</u>	<u>Tape Position</u>
Q80J	Does Not Apply; No Women In Unit	512-513

Codes:

01	Does Not Apply; No Women in Unit
00	There Are Women In Unit
-1	Missing

Note: Variable Q80J appears as the first item on the hard copy questionnaire; however, on the tape, it appears as the last item in the Q800 series.

We've covered a lot of different topics in this survey. Now, there is one last question on a different subject...

81. Taking all things together, how satisfied or dissatisfied are you with the military as a way of life?  
Mark one number on the line below.

VERY  
DISSATISFIED

VERY  
SATISFIED

0-----0-----0-----0-----0-----0-----0  
1          2          3          4          5          6          7

Variable Name: Q81

Tape Position: 514-515

Codes: 01 - 07 As above, seven point satisfaction scale  
-1 Missing

82. Record time ended--enter military hour:

NOTE: THIS ITEM WAS NOT PROCESSED



AD-A097 013

RAND CORP SANTA MONICA CA

F/6 5/11

1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: USER'S MANU--ETC(U)

JAN 81 Z D DOERING, D W GRISSMER, J A HAWES

MDA903-80-C-0652

NL

UNCLASSIFIED

RAND/N-1604-MRAL

5 OF 5

NO A  
CR 70-3



END

DATE

FILED

DTIC

83. How long did it take you to complete this questionnaire?

# MINUTES


Variable Name: Q83

Tape Position: 516-517

Codes: 10 - 99 # of minutes to complete questionnaire  
-1 Missing  
-4 Incomplete data entered by R,  
or out-of-range

84. Did you complete this survey during a group administration where  
other people were taking the same survey?

Yes..... 1  
No..... 0

Variable Name: Q84

Tape Position: 518-519

Codes: 00 No  
01 Yes  
-1 Missing

85. Did you complete this survey on your own (off-duty) time or while on-duty?

Off Duty..... 1  
On Duty..... 2  
Part while on duty and part while off duty... 3

Variable Name: Q85

Tape Position: 520-521

Codes: 01 - 03 See above  
-1 Missing

86. We're interested in any comments or recommendations you would like to make about military policies--whether or not the topic was covered in this survey. Do you have any comments?

Yes - Please record your comments on a  
separate sheet and enclose it with the  
questionnaire..... 1  
No..... 0

THANK YOU VERY MUCH FOR COMPLETING THIS QUESTIONNAIRE.  
PLEASE SEAL THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED.

- END OF THE QUESTIONNAIRE-

Variable Name: Q86

Tape Position: 522-523

Codes: 00 No  
01 Yes  
-1 Missing

Note: Respondents who had personal comments to make returned individual comment sheets. Copies are available on request.

## Extra Variables

XV4	Highest Multiple Logic Rule for Q2
XV5	Highest Multiple Logic Rule for Q13
XV6	Highest Multiple Logic Rule for Q16B
XV7	Highest Multiple Logic Rule for Q29
XV8	Highest Multiple Logic Rule for Q30
XV9	Highest Multiple Logic Rule for Q31
XV10	Highest Multiple Logic Rule for Q32
XV11	Highest Multiple Logic Rule for Q33
XV12	Highest Multiple Logic Rule for Q34
XV13	Lowest Multiple Logic Rule for Q35
XV14	Left Justify Logic Rule for Q11

Note: During the data processing phase, the contractor checked each question to determine which ones utilized the highest/lowest multiple logic instructions. A "1" was placed in the appropriate positions (XV4-XV14) if the selective logic rule was used for a given item. The 11 questions involved are nos. 2, 13, 16B, 29, 30, 31, 32, 33, 34, 35, and 11.

Variable Name:	Content:	Tape Position:
XV4	Hi/Low Rule for Q2	524
XV5	Hi/Low Rule for Q13	525
XV6	Hi/Low Rule for Q16B	526
XV7	Hi/Low Rule for Q29	527
XV8	Hi/Low Rule for Q30	528
XV9	Hi/Low Rule for Q31	529
XV10	Hi/Low Rule for Q32	530
XV11	Hi/Low Rule for Q33	531
XV12	Hi/Low Rule for Q34	532
XV13	Hi/Low Rule for Q35	533
XV14	Special Rule for Q11	534

## Codes for XV4-XV14:

1	Hi/Low Multiple logic rule was used
0	Hi/Low Multiple logic rule was <u>not</u> used

## EXTRA VARIABLE

CELL

Sample Cell

Variable Name: CELL

Tape Position: 537-538

Codes: 51 - 59, 61 - 67 Described below:

<u>Cell</u>	<u>Service</u>	<u>Sex</u>	<u>Grade</u>
51	Army, Navy, Air Force only	Male	0-1, 0-2
52	Army, Navy, Air Force only	Male	0-3
53	Army, Navy, Air Force only	Male	0-4
54	Army, Navy, Air Force only	Male	0-5, 0-6
55	Army, Navy, Air Force only	Female	
56	Marines only	Male & Female	0-1, 0-2
57	Marines only	Male & Female	0-3
58	Marines only	Male & Female	0-4
59	Marines only	Male & Female	05-, 0-6
61	Army, Navy, Air Force only	Missing	0-1, 0-2
62	Army, Navy, Air Force only	Missing	0-3
63	Army, Navy, Air Force only	Missing	0-4
64	Army, Navy, Air Force only	Missing	0-5, 0-6
65	Army, Navy, Air Force only	Missing	Missing
66	Marines only	Male & Female	Missing
67	Army, Navy, Air Force only	Male	Missing

Note: Cells 51-59 are the only VALID sample cells for Officers. Codes 61-67 are not sample cells; i.e., they result from missing or illegal data in one or more of the variables used to create the sample cell variable.

## EXTRA VARIABLE

XQ4      Adjusted Pay Grades (Effective 1 October 1978)

Variable Name: XQ4

Tape Position: 535-536

## Codes:

11	W1 Grade
12	W2 Grade
13	W3 Grade
14	W4 Grade
21	01 Grade
22	02 Grade
23	03 Grade
24	04 Grade
25	05 Grade
26	06 Grade
-1	Missing

## EXTRA VARIABLE

WEIGHT

Weight

Variable Name: WEIGHTS

Tape Position: 539-546

Codes: 0000.0001 - 9999.9999      Assigned Weight

Note: This variable contains the actual weight assigned to each record to reflect the population to which the data can be generalized. This is the only variable in the file recorded with real values using the convention F as a descriptor, F8.4 (field width is 8 digits, 4 of which are to the right of the decimal). (See Section II for discussion of weighting.)

EXTRA OCCUPATIONAL VARIABLES
------------------------------

## Variable Names:

## Tape Positions:

CURRDOC

547-549

ENTRYDOC

550-552

Codes: xxx DoD Occupation Code

-1 Missing Data

-3 Don't Know

-4 Respondent's entry could not be matched to DoD Code.

Note: See Appendix B for a discussion of these variables.

## Variable Names:

## Tape Positions:

CURRMOS

553-556

ENTRYMOS

557-560

Codes: xxxx Compressed form of MOS/RATING/AFSC

blank Missing Data

3333 Don't Know

Note: See Appendix B for a discussion of these variables.



## Appendix A

CROSS REFERENCE OF QUESTIONNAIRE FORMS

As indicated in Section III, the 1978 DoD Survey of Officers and Enlisted Personnel is composed of a set of four questionnaires, two alternate forms for enlisted personnel and two for officers:

- o Form 1. 1978 DoD Survey of Enlisted Personnel and Form 3. 1978 DoD Survey of Officers deal primarily with economic issues, civilian employment, orientation to different reenlistment options and retirement. They were designed to provide comprehensive information on military family income, labor force participation of household members, reenlistment decisionmaking and aspects of military compensation.
- o Form 2. 1978 DoD Survey of Enlisted Personnel and Form 4. 1978 DoD Survey of Officers deal primarily with specific personnel policies, e.g., rotation experience, promotion, intergroup relations and the military's utilization of women. These questionnaires were designed as an amalgam dealing with various aspects of the quality of military life. Included in the data collection are job characteristics, personnel morale, as well as previously unavailable statistics on the family military history of officers and enlisted personnel.

This appendix allows the user to determine the question number(s) for items on one form which also appear on any one of the other three forms. Each of the four tables in the appendix is an ordered listing of items in one form, i.e., in the same order as in the section giving item-by-item specifications, together with precise question referents to the other three questionnaires. For example, Table A-1 is an ordered listing of every item in Form 1, in the same order as the

questionnaire in Section V, together with precise question referents to Forms 2, 3 and 4. Table A-2 uses Form 2 as the base questionnaire, i.e., items are in the same order as the questionnaire in Section VI, together with precise question referents to Forms 1, 3 and 4, etc.

In using this appendix, the user should not assume that the response codes assigned to questions which have been cross-referenced are identical. Although in most cases codes are identical across forms, the user should consult the item specifications before comparing actual data. The notes appended to the end of each table alert the user to some of the code differences.

Table A-1  
CROSS REFERENCE OF ITEMS IN FORM 1 TO FORMS 2, 3 AND 4

Variable Name				
Form 1(a)	Form 2	Form 3	Form 4	Item Description
XV1	XV1	XV1	XV1	Form Code
XV2	XV2	XV2	XV2	Questionnaire ID. No.
XV3	XV3	XV3	XV3	RCN No.
1	1	1	1	Time began
2	2	2	2	Month Completing Survey
3	3	3	3	Service
4	4	4	4	Present Pay Grade(b)
5	6	8	6	Currently assigned to ship
6A	7A	9A	7A	Present location, (1st answer)
6B	7B	9B	7B	Present location, (2nd answer)
7	7C	10	7C	Satisfaction with location
8	10	11	11	Months active duty service
9	8			Enlistment period serving
10A				Last reen. contract: None of the above
10B				Last reen. contract: Pro pay
10C				Last reen. contract: Guaranteed location
10D				Last reen. contract: Guar. assignment length
10E				Last reen. contract: Guar. training
10F				Last reen. contract: Guar. job
10G				Last reen. contract: Improved promotion opp.
11A				Reen. bonus: None
11B				Reen. bonus: RRB
11C				Reen. bonus: SRB
11D				Reen. bonus: VRB
11E				Reen. bonus: Other
12				Total Reen. bonus received
13				Reen. bonus paid in 1978
14	9			Time to ETS
15	11	12	12	Total years of service expected
16	12	13	13	Final paygrade expected(b)
17		14		Future plans to join Guard/Reserve
18		15		Yrs. willing to participate in IRR w/bonus
19	48	16	50	Next tour: undesirable location probability
20	49			Reen. probability: no bonus
21A				Reen. option: secondary
21B				Reen. option: primary
22				Reen. probability: guaranteed location
23				Reen. probability: \$4000 bonus
24				Reen. probability: \$8000 bonus
25				Reen. probability: 2 yr. term no bonus

Table A-1 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 1 TO FORMS 2, 3 AND 4

Variable Name				
Form 1(a)	Form 2	Form 3	Form 4	Item Description
26A	5A	17A	5A	Present paygrade promotion: Month
26B	5B	17B	5B	Present paygrade promotion: year
27		18		Probability of promotion next paygrade
28		19		Next promotion relative to coworkers
29		20		Next promotion: year expected
30		21		Reen. probability w/reduced promotions(c)
31A		22B		Reason leave service: NA, hasn't considered
31B		22A		Reason leave service: does not apply, retiring
31C		22C		Reason leave service: not elig reenlist/forced
31D		22D		Reason leave service: dislike location
31E		22E		Reason leave service: PCS moves
31F		22F		Reason leave service: Family separation
31G		22G		Reason leave service: family wants to leave
31H		22H		Reason leave service: personnel policies
31I		22J		Reason leave service: Discrimination
31J		22K		Reason leave service: No opp for advancement
31K		22L		Reason leave service: Low pay
31L		22M		Reason leave service: Civilian job
31M		22N		Reason leave service: Reduced Mil. benefits
31N		22O		Reason leave service: Quality of personnel
31O		22P		Reason leave service: Unable to prac. job skills
31P		22Q		Reason leave service: Bored
31Q		22R		Reason leave service: Dislike job
31R		22T		Reason leave service: Continue education
32A	69A	23A	67A	1st ltr/No. Curr. Primary MOS/Rating/AFSC
32B	69B	23B	67B	2nd ltr/No. Curr. Primary MOS/Rating/AFSC
32C	69C	23C	67C	3rd ltr/No. Curr. Primary MOS/Rating/AFSC
32D	69D	23D	67D	4th ltr/No. Curr. Primary MOS/Rating/AFSC
32E	69E	23E	67E	Don't know Curr. Primary MOS/Rating/AFSC
32F	69F	23F	67F	1st ltr/No. Entry Primary MOS/Rating/AFSC
32G	69G	23G	67G	2nd ltr/No. Entry Primary MOS/Rating/AFSC
32H	69H	23H	67H	3rd ltr/No. Entry Primary MOS/Rating/AFSC
32I	69I	23I	67I	4th ltr/No. Entry Primary MOS/Rating/AFSC
32J	69J	23J	67J	Don't know Entry primary MOS/Rating/AFSC
33				Military Work Description
34		24		Time worked outside primary MOS/Rating/AFSC
35		25		Military work sched. regular daytime hours/week
36		26		Military work sched. other hours/week
37		27		Military work sched: total hours/week
38		28		Not processed
39		29		Hours on call/alert/duty roster last week

Table A-1 (Continued)

## CROSS REFERENCE OF ITEMS IN FORM 1 TO FORMS 2, 3 AND 4

Variable Name				
Form 1(a)	Form 2	Form 3	Form 4	Item Description
40	17	30	18	Sex
41	18	31	19	Age last birthday
42	19	32	20	Age at service entry
43				Enlistment bonus at service entry
44	23	33	24	Race
45	24	34	25	Marital status at service entry
46	25	35	26	Marital status now
47	26	36	27	Yrs. married current spouse
48	27	37	28	Spouse's age last birthday
49A		38A		Spouse never served military
49B		38B		Spouse currently serving
49C		38C		Spouse previously served in military
50	28	39	29	Spouse's education
51		40		R's highest grade at entry
52	29	41	30	Present highest grade
53	30			GED cert or high school diploma
54	33	44	35	Number dependents excluding self/spouse
55		45		Number dependent child under 14
56		46		Number dependent child over 14
57		47		Number people living with R at curr loc.
58		48		Current housing type
59		49		Satisfaction w/current housing
60		50		Estimated cost civilian housing/month
61		51		Civilian housing: reason chose
62		52		Civilian housing: owned vs. rented
63		53		Civilian housing: rent and utility cost
64		54		Number of homes owned
65		55		Main home: year obtained
66		56		Main home: Purchase price
67		57		Main home: mortgage payment last month
68		58		Main home: mortgage payment incl. taxes
69		59		Monthly basic pay: gross(c)
70		60		Monthly basic allowance quarters (BAQ)(c)
71		61		Monthly basic allowance subsistence (BAS)
72A		63A		Spec. allowance received: None
72B		63B		Spec. allowance received: Jump pay
72C		63C		Spec. allowance received: Sea Pay
72D		63D		Spec. allowance received: Submarine pay
72E		63E		Spec. allowance received: Flight pay
72F		63F		Spec. allowance received: Foreign duty pay
72G		63G		Spec. allowance received: Pro pay
72H		63H		Spec. allowance received: COLA
72I		63I		Spec. allowance received: Overseas HA
72J		63J		Spec. allowance received: Other

Table A-1 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 1 TO FORMS 2, 3 AND 4

Variable Name				
Form 1(a)	Form 2	Form 3	Form 4	Item Description
73		64		Gross amt. received from spec. allow/pay
74		65		Military exchanges: amt. spent/month
75		66		Military commissaries: amt. spent/month
76		67		Civilian groceries: amt. spent/month
77A		68A		Fair monthly allow: Medical services
77B		68B		Fair monthly allow: Military commissaries
77C		68C		Fair monthly allow: Military exchanges
78		69		VEAP: Monthly contribution
79		70		1978 Service contribution to civilian school
80		71		Unused military leave days-current
81				Military leave days cashed in since 1974
82	14	73	15	% pay R thinks would receive after 26 yrs. service
83		74		Preferred retirement pay schedule(c)
84A	15A	75B	16B	New retirement plan: # yrs R would serve(d)
84B	15B	75B	16B	New retirement plan: exp. paygrade at exit(d)
85	16	76	17	Retirement plan choice: current or new(d)
86		77		Civilian job: hrs worked per week 1978
87		78		Civilian job: 1978 gross wages
88A		79A		Spouse: In armed forces
88B		79B		Spouse: Worked full time civ. job
88C		79C		Spouse: Worked part time civ. job.
88D		79D		Spouse: Self employed
88E		79E		Spouse: with job but not at work
88F		79F		Spouse: Unemployed
88G		88G		Spouse: retired
88H		79H		Spouse: In school
88I		79I		Spouse: Keeping house
88J		79J		Spouse: Other
89		80		Spouse number wks worked 1978
90		81		Spouse Gross earnings 1978
91A		82A		Source of Income 1978: Social Security
91B		82B		Source of Income 1978 SSI
91C		82C		Source of Income 1978 Welfare
91D		82D		Source of Income 1978 Food Stamps
91E		82E		Source of Income 1978 Unemployment Compensation
91F		82F		Source of Income 1978 Interest/Dividends
91G		82G		Source of Income 1978 Pensions-Gov't
91H		82H		Source of Income 1978 Pensions-Private
91I		82I		Source of Inc 1978 Alimony
91J		82J		Source of Inc 1978 Other (No Wages,Salaries)
92		83		Total Non-wage Income 1978 (Above Sources)
93	37	84	39	Total Family Income, 1978
94		85		Total Outstanding Debts

Table A-1 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 1 TO FORMS 2, 3 AND 4

Variable Name				Item Description
Form 1(a)	Form 2	Form 3	Form 4	
95		86		Total Value of Assets
96		87		Financial Situation Compared w/3 Years Ago
97		88		Civilian Job Offers--Past Year
98		89		Probability of finding civ. job
99	13	90	14	Expected civ. earnings/year
100		91		Probability of use of military skills in civ.
101		92		Civilian job location probability
102A		93A		Comparison civ. vs. mil job conds: supervisors
102B		93B		Comparison civ. vs. mil job conds: having say
102C		93C		Comparison civ. vs. mil job conds: retirement
102D		93D		Comparison civ. vs. mil job conds: Medical
102E		93E		Comparison civ. vs. mil job conds: Interesting
102F		93F		Comparison civ. vs. mil job conds: Wages
102G		93G		Comparison civ. vs. mil job conds: Promotion
102H		93H		Comparison civ. vs. mil job conds: Training
102I		93I		Comparison civ. vs. mil job conds: Co-workers
102J		93J		Comparison civ. vs. mil job conds: Work Schedul
102K		93K		Comparison civ. vs. mil job conds: Job security
102L		93L		Comparison civ. vs. mil job conds: Equipment
102M		93M		Comparison civ. vs. mil job conds: Location
103		94		Comparison civ. vs. mil job Compensation
104A		95A		Military life as expected
104B		95B		Future military retirement benefits worse
104C		95C		Military pay will not keep up w/inflation
104D		95D		Family better off if left military
105	83	96	81	Satisfaction with military life
106	84	97	82	Time ended
107	85	98	83	Minutes for completion
108	86	99	84	Survey completed in group
109	87	100	85	Survey completed on off duty time
110	88	101	86	Comments

- (a) The first column of this table is the base questionnaire, i.e., Form 1 against which variables in the other three forms have been sorted.
- (b) Response categories on Forms 1 and 2, enlisted, differ from those on Forms 3 and 4, officers.
- (c) Response categories on Form 1 differ from those on Form 3.
- (d) The descriptions of the new retirement plan from which "number of years R would serve" and "expected paygrade" are asked differ across Forms. Forms 1 and 3 use the same description but have differing response codes; Forms 2 and 4 use the same description and response codes.

Table A-2  
CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name				Item Description
Form 1	Form 2(a)	Form 3	Form 4	
XV1	XV1	XV1	XV1	Form Code
XV2	XV2	XV2	XV2	Questionnaire ID. No.
XV3	XV3	XV3	XV3	RCN No.
1	1	1	1	Time began
2	2	2	2	Month Completing Survey
3	3	3	3	Service
4	4	4	4	Present Pay Grade(b)
26A	5A	17A	5A	Present paygrade promotion: Month
26B	5B	17B	5B	Present paygrade promotion: year
5	6	8	6	Currently assigned to ship
6A	7A	9A	7A	Present location, (1st answer)
6B	7B	9B	7B	Present location, (2nd answer)
7	7C	10	7C	Satisfaction with location
9	8			Enlistment period serving
14	9			Time to ETS
8	10	11	11	Months active duty service
15	11	12	12	Total years of service expected
16	12	13	13	Final paygrade expected(b)
99	13	90	14	Expected civ. earnings/year
82	14	73	15	% pay R thinks would receive after 26 yrs. service
84A	15A	75A	16A	New retirement plan: # yrs R would serve(c)
84B	15B	75B	16B	New retirement plan: exp. paygrade at exit(c)
85	16	76	17	Retirement plan choice: current or new(c)
40	17	30	18	Sex
41	18	31	19	Age last birthday
42	19	32	20	Age at service entry
	20		21	Residence at Age 16
	21		22	Current residence of family
	22		23	Location size at age 16
44	23	33	24	Race
45	24	34	25	Marital status at service entry
46	25	35	26	Marital status now
47	26	36	27	Yrs. married current spouse
48	27	37	28	Spouse's age last birthday
50	28	39	29	Spouse's education
52	29	41	30	Present highest grade
53	30			GED cert or high school diploma
	31		33	Father's highest grade
	32		34	Mother's highest grade
54	33	44	35	Number dependents excluding self/spouse
	34A		36A	1st dependent: Relationship
	34B		36B	1st dependent: sex



Table A-2 (Continued)

## CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name				Item Description
Form 1	Form 2(a)	Form 3	Form 4	
	34C		36C	1st dependent: age
	34D		36D	1st dependent: At current location
	34E		36E	2nd dependent: Relationship
	34F		36F	2nd dependent: sex
	34G		36G	2nd dependent: age
	34H		36H	2nd dependent: At current location
	34I		36I	3rd dependent: Relationship
	34J		36J	3rd dependent: sex
	34K		36K	3rd dependent: age
	34L		36L	3rd dependent: At current location
	34M		36M	4th dependent: Relationship
	34N		36N	4th dependent: sex
	34O		36O	4th dependent: age
	34P		36P	4th dependent: At current location
	34Q		36Q	5th dependent: Relationship
	34R		36R	5th dependent: sex
	34S		36S	5th dependent: age
	34T		36T	5th dependent: At current location
	34U		36U	6th dependent: Relationship
	34V		36V	6th dependent: sex
	34W		36W	6th dependent: age
	34X		36X	6th dependent: At current location
	35		37	Currently accompanied by spouse
	36		38	Spouse and dependents sponsored
93	37	84	39	Total Family Income, 1978
	38		40	Number relatives ever on active duty
	39A		41A	1st relative in mil.: Relationship
	39B		41B	1st relative in mil.: Army
	39C		41C	1st relative in mil.: Navy
	39D		41D	1st relative in mil.: Marine
	39E		41E	1st relative in mil.: Air Force
	39F		41F	1st relative in mil.: Years service
	39G		41G	2nd relative in mil.: Relationship
	39H		41H	2nd relative in mil.: Army
	39I		41I	2nd relative in mil.: Navy
	39J		41J	2nd relative in mil.: Marine

Table A-2 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name				Item Description
Form 1	Form 2(a)	Form 3	Form 4	
	39K		41K	2nd relative in mil.: Air Force
	39L		41L	2nd relative in mil.: Years service
	39M		41M	3rd relative in mil.: Relationship
	39N		41N	3rd relative in mil.: Army
	39O		41O	3rd relative in mil.: Navy
	39P		41P	3rd relative in mil.: Marine
	39Q		41Q	3rd relative in mil.: Air Force
	39R		41R	3rd relative in mil.: Years service
	39S		41S	4th relative in mil.: Relationship
	39T		41T	4th relative in mil.: Army
	39U		41U	4th relative in mil.: Navy
	39V		41V	4th relative in mil.: Marine
	39W		41W	4th relative in mil.: Air Force
	39X		41X	4th relative in mil.: Years service
	40		42	Months assigned to present post
	41		43	Expected months at present location
	42		44	Curr. loc.: Length of extension
	43A		45A	Curr. loc.: Problem: Drug use
	43B		45B	Curr. loc.: Problem: Alcohol
	43C		45C	Curr. loc.: Problem: Crime
	43D		45D	Curr. Loc.: Problem: Racial tension
	44A		46A	PCS Move problem: higher cost living
	44B		46B	PCS Move problem: Moving/setting up
	44C		46C	PCS Move problem: Moving expenses
	44D		46D	PCS Move problem: Off duty work
	44E		46E	PCS Move problem: Spouse work
	44F		46F	PCS Move problem: Education
	44G		46G	PCS Move problem: Housing
	44H		46H	PCS Move problem: Shopping
	44I		46I	PCS Move problem: Child envir.
	44J		46J	PCS Move problem: Spouse envir.
	44K		46K	PCS Move problem: Self envir.
	45		47	Unreimb. Moving expenses, curr. loc.
	46		48	Number location choices
	47		49	Location choice received
19	48	16	50	Next tour: undesirable location probability
20	49			Reen. probability: no bonus
	50			Reenlistment probability: Guar. training
	51A		51A	Africa
	51AA		51AA	S. Korea
	51B		51B	Alaska

Table A-2 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name			
Form 1	Form 2(a)	Form 3	Form 4
Item Description			
	51BB	51BB	Spain
	51C	51C	Belgium
	51CC	51CC	Turkey
	51D	51D	Caribbean
	51DD	51DD	U. Kingdom
	51E	51E	ConUS
	51EE	51EE	Other
	51F	51F	ConUS Sea
	51G	51G	ConUS Shore
	51H	51H	Diego Garcia
	51I	51I	E. Asia Sea
	51J	51J	East Europe
	51K	51K	Europe Sea
	51L	51L	Germany
	51M	51M	Greece
	51N	51N	Guam
	51O	51O	Hawaii
	51P	51P	Iceland
	51Q	51Q	Iran
	51R	51R	Italy
	51S	51S	Japan/Okinawa
	51T	51T	NATO Sea
	51U	51U	NATO Shore
	51V	51V	Near East
	51W	51W	Netherlands
	51X	51X	Panama
	51Y	51Y	Philippines
	51Z	51Z	Portugal
	52A	52A	1st choice overseas loc.
	52B	52B	2nd choice overseas loc.
	52C	52C	3rd choice overseas loc.
	52X	52X	2nd to last choice overseas loc.
	52Y	52Y	Next to last choice overseas loc.
	52Z	52Z	Last choice overseas loc.
	53A		Reenlist probability 1st choice
	53B		Reenlist probability 2nd choice
	53C		Reenlist probability 3rd choice
	53X		Reenlist probability 2nd to last choice
	53Y		Reenlist probability next to last choice
	53Z		Reenlist probability last choice
	54A		Reenlist probability \$200 bonus: 1st choice

Table A-2 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name			
Form 1	Form 2(a)	Form 3	Form 4
Item Description			
	54B		Reenlist probability \$200 bonus: 2nd choice
	54C		Reenlist probability \$200 bonus: 3rd choice
	54X		Reenlist probability \$200 bonus: 2nd to last
	54Y		Reenlist probability \$200 bonus: Next to last
	54Z		Reenlist probability \$200 bonus: last choice
	55A	53A	Extension probability 1st choice
	55B	53B	Extension probability 2nd choice
	55C	53C	Extension probability 3rd choice
	55X	53X	Extension probability 2nd to last choice
	55Y	53Y	Extension probability next to last choice
	55Z	53Z	Extension probability last choice
	56A	54A	Extension probability \$200 Bonus: 1st choice
	56B	54B	Extension probability \$200 Bonus: 2nd choice
	56C	54C	Extension probability \$200 Bonus: 3rd choice
	56X	54X	Extension Prob., \$200 Bonus: 2nd to Last Choice
	56Y	54Y	Extension Prob., \$200 Bonus: Next to Last Choice
	56Z	54Z	Extension Prob., \$200 Bonus: Last Choice
	57A	55A	Last Overseas Location
	57B	55B	Completion Date: Last Overseas Location
	58	56	Accompanied by Spouse/Dependents Overseas
	59A	57A	Never Overseas
	59B	57B	Current Overseas Loc. Rating: Climate
	59C	57C	Curr. Overseas Loc. Rating: Dist. to Pop. Ctrs.
	59D	57D	Curr. Overseas Loc. Rating: Cost of Living
	59E	57E	Curr. Overseas Loc. Rating: Avail. Mil. Hsng.
	59F	57F	Curr. Overseas Loc. Rating: Avail. Civ. Hsng.
	59G	57G	Curr. Overseas Loc. Rating: Avail. Goods, Svcs.
	59H	57H	Curr. Overseas Loc. Rating: Rec. Facilities
	59I	57I	Curr. Overseas Loc. Rating: Attitude Twd. USA
	59J	57J	Curr. Overseas Loc. Rating: Avail. Wk., Spouse,
	59K	57K	Curr. Overseas Loc. Rating: Quality Deps. School
	59L	57L	Curr. Overseas Loc. Rating: Avail. Med/Self
	59M	57M	Curr. Overseas Loc. Rating: Avail. Med/Sp.Deps
	60	58	Separation from Spouse/Dependents, Last Year
	61	59	Number PCS Moves
	62	60	Number PCS Moves: Spouse or Dependents
	63	61	Number Years Overseas
	64	62	Number Years Sea Duty
	65	63	Opinion: Morale at Present Location
	66	64	Number Military Personnel at Present Location
	67	65	Opinion: Performance of Wartime Duties
	68	66	Opinion: Equipment, Wartime Mission

Table A-2 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name				
Form 1	Form 2(a)	Form 3	Form 4	Item Description
32A	69A	23A	67A	1st ltr/No. Curr. Primary MOS/Rating/AFSC
32B	69B	23B	67B	2nd ltr/No. Curr. Primary MOS/Rating/AFSC
32C	69C	23C	67C	3rd ltr/No. Curr. Primary MOS/Rating/AFSC
32D	69D	23D	67D	4th ltr/No. Curr. Primary MOS/Rating/AFSC
32E	69E	23E	67E	Don't know Curr. Primary MOS/Rating/AFSC
32F	69F	23F	67F	1st ltr/No. Entry Primary MOS/Rating/AFSC
32G	69G	23G	67G	2nd ltr/No. Entry Primary MOS/Rating/AFSC
32H	69H	23H	67H	3rd ltr/No. Entry Primary MOS/Rating/AFSC
32I	69I	23I	67I	4th ltr/No. Entry Primary MOS/Rating/AFSC
32J	69J	23J	67J	Don't know Entry primary MOS/Rating/AFSC
	70		68	Curr. Primary MOS Original Primary MOS
	71		69	Years Assigned to First Primary MOS
	72		70	Number Mil. Personnel in Primary Work Unit
	73		71	Percent Minorities in Primary Work Unit
	74A		72A	Own Race: Feel Others Better Treated
	74B		72B	Own Race: Avoid Assoc. Other Groups
	74C		72C	Own Race: Talk Badly Other Groups
	74D		72D	Own Race: Discuss Problems Other Groups
	74E		72E	No. Others of Own Race in Unit
	75		73	Service Leaders: Importance of Race Relations/EO
	76		74	Opinion: Racial Treatment
	77		75	Racial Group w/Best Chances Promotion
	78A		76A	Discrimination: Civ. Housing
	78B		76B	Discrimination: Civ. Services
	78C		76C	Discrimination: Exchange Services
	78D		76D	Discrimination: Training, Educ. Opp.
	78E		76E	Discrimination: Promotion Opps.
	78F		76F	Discrimination: Duty Assignments
	79A		77A	Channels for Help: Chaplain
	79B		77B	Channels for Help: Immed. Supervisor
	79C		77C	Channels for Help: Unit Complaint Ofcr/NCO
	79D		77D	Channels for Help: Unit Commander
	79E		77E	Channels for Help: Base Commander
	79F		77F	Channels for Help: Comdr. Higher HQ
	79G		77G	Channels for Help: Inspector General
	79H		77H	Channels for Help: Higher Level Inspector Genl.
	79I		77I	Channels for Help: Armed Forces Disp. Cont. Bd.
	79J		77J	Channels for Help: Secy. Military Dept.
	79K		77K	Channels for Help: Councils

Table A-2 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 2 TO FORMS 1, 3 AND 4

Variable Name				
Form 1	Form 2(a)	Form 3	Form 4	Item Description
	79L		77L	Channels for Help: EO Office
	79M		77M	Channels for Help: Congressman
	79N		77N	Channels for Help: Other Civ. Agcy., Ind.
	79O		77O	Did Not Have a Problem
	80A		78A	Women: Shd. Be Allowed in My Pri. MOS
	80B		78B	Women: Have Phys. Cap. for MY Pri. MOS
	80C		78C	Women: Have Mental Cap. for My Pri. MOS
	80D		78D	Women: Should Learn to Use Weapons
	80E		78E	Women: Should Engage Hand-to-Hand Combat
	80F		78F	Women: Should Train for Combat
	81		79	Number Women in Primary Work Unit
	82A		80A	Women: More Apt to Work Outside Training
	82B		80b	Women: Get Complaints Handled Better
	82C		80C	Women: Better Opp. Technical Training
	82D		80D	Women: Can't Take Criticism or Discipline
	82E		80E	Women: Receive Less Respect as Officers
	82F		80F	Women: Promoted Ahead of Men
	82G		80G	Women: Will Work Extra Hours
	82H		80H	Women: Expect Special Treatment
	82I		80I	Women: Supervise as Well as Men
	82J		80J	No Women in Unit
105	83	96	81	Satisfaction with military life
106	84	97	82	Time ended
107	85	98	83	Minutes for completion
108	86	99	84	Survey completed in group
109	87	100	85	Survey completed on off duty time
110	88	101	86	Comments

(a) The second column of this table is the base questionnaire, i.e., Form 2 against which variables in the other three forms have been sorted.

(b) Response categories on Forms 1 and 2, enlisted, differ from those on Forms 3 and 4, officers.

(c) The descriptions of the new retirement plan from which "number of years he would serve" and "expected paygrade" are asked differ across forms. Forms 1 and 3 use the same description but have differing response codes; Forms 2 and 4 use the same description and response codes.

Table A-3

CROSS REFERENCE OF ITEMS IN FORM 3 TO FORMS 1, 2 AND 4

Variable Name				
Form 1	Form 2	Form 3(a)	Form 4	Item Description
XV1	XV1	XV1	XV1	Form Code
XV3	XV3	XV2	XV2	XV2 Questionnaire ID. No.
1	1	XV3	XV3	RCN No.
2	2	1	1	Time began
3	3	2	2	Month Completing Survey
4	4	3	3	Service
		4	4	Present Pay Grade(b)
		5	8	Officer Procurement Program
		6	9	Serving Initial Serv. Obligation
		7	10	Yrs. Obligated Serv. Remaining
5	6	8	6	Currently assigned to ship
6A	7A	9A	7A	Present location, (1st answer)
6B	7B	9B	7B	Present location, (2nd answer)
7	7C	10	7C	Satisfaction with location
8	10	11	11	Months active duty service
15	11	12	12	Total years of service expected
16	12	13	13	Final paygrade expected(b)
17		14		Future plans to join Guard/Reserve
18		15		Yrs. willing to participate in IRR w/bonus
19	48	16	50	Next tour: undesirable location probability
26A	5A	17A	5A	Present paygrade promotion: Month
26B	5B	17B	5B	Present paygrade promotion: year
27		18		Probability of promotion next paygrade
28		19		Next promotion relative to coworkers
29		20		Next promotion: year expected
30		21		Reen. probability w/reduced promotions
31B		22A		Reason leave service: does not apply, retiring
31A		22B		Reason leave service: NA, hasn't considered
31C		22C		Reason leave service: not elig/forced out
31D		22D		Reason leave service: dislike location
31E		22E		Reason leave service: PCS moves
31F		22F		Reason leave service: Family separation
31G		22G		Reason leave service: family wants to leave
31H		22H		Reason leave service: personnel policies
		22I		Reason leave service: lack of freedom
31I		22J		Reason leave service: Discrimination
31J		22K		Reason leave service: No opp for advancement
31K		22L		Reason leave service: Low pay
31L		22M		Reason leave service: Civilian job
31M		22N		Reason leave service: Reduced Mil. benefits
31N		22O		Reason leave service: Quality of personnel

Table A-3 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 3 TO FORMS 1, 2 AND 4

Variable Name				Item Description
Form 1	Form 2	Form 3(a)	Form 4	
31O		22P		Reason leave service: Unable to prac. job skill
31P		22Q		Reason leave service: Bored
31Q		22R		Reason leave service: Dislike job
		22S		Reason leave service: unreasonable work sche
31R		22T		Reason leave service: Continue education
32A	69A	23A	67A	1st ltr/No. Curr. Primary MOS/Rating/AFSC
32B	69B	23B	67B	2nd ltr/No. Curr. Primary MOS/Rating/AFSC
32C	69C	23C	67C	3rd ltr/No. Curr. Primary MOS/Rating/AFSC
32D	69D	23D	67D	4th ltr/No. Curr. Primary MOS/Rating/AFSC
32E	69E	23E	67E	Don't know Curr. Primary MOS/Rating/AFSC
32F	69F	23F	67F	1st ltr/No. Entry Primary MOS/Rating/AFSC
32G	69G	23G	67G	2nd ltr/No. Entry Primary MOS/Rating/AFSC
32H	69H	23H	67H	3rd ltr/No. Entry Primary MOS/Rating/AFSC
32I	69I	23I	67I	4th ltr/No. Entry Primary MOS/Rating/AFSC
32J	69J	23J	67J	Don't know Entry primary MOS/Rating/AFSC
34		24		Time worked outside primary MOS/Rating/AFSC
35		25		Military work sched. regular daytime hours/week
36		26		Military work sched. other hours/week
37		27		Military work sched: total hours/week
38		28		Not processed
39		29		Hours on call/alert/duty roster last week
40	17	30	18	Sex
41	18	31	19	Age last birthday
42	19	32	20	Age at service entry
44	23	33	24	Race
45	24	34	25	Marital status at service entry
46	25	35	26	Marital status now
47	26	36	27	Yrs. married current spouse
48	27	37	28	Spouse's age last birthday
49A		38A		Spouse never served military
49B		38B		Spouse currently serving
49C		38C		Spouse previously served in military
50	28	39	29	Spouse's education
51		40		R's highest grade at entry
52	29	41	30	Present highest grade
		42	31	Highest Degree When Entered Service
		43	32	Highest Degree Today
54	33	44	35	Number dependents excluding self/spouse
55		45		Number dependent child under 14
56		46		Number dependent child over 14



Table A-3 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 3 TO FORMS 1, 2 AND 4

Variable Name				
Form 1	Form 2	Form 3(a)	Form 4	Item Description
57		47		Number people living with R at curr loc.
58		48		Current housing type
59		49		Satisfaction w/current housing
60		50		Estimated cost civilian housing/month
61		51		Civilian housing: reason chose
62		52		Civilian housing: owned vs. rented
63		53		Civilian housing: rent and utility cost
64		54		Number of homes owned
65		55		Main home: year obtained
66		56		Main home: Purchase price
67		57		Main home: mortgage payment last month
68		58		Main home: mortgage payment incl. taxes
69		59		Monthly basic pay: gross(c)
70		60		Monthly basic allowance quarters (BAQ) (c)
71		61		Monthly basic allowance subsistence (BAS)
		62		Federal Tax Advantage BAS, BAQ
72A		63A		Spec. allowance received: None
72B		63B		Spec. allowance received: Jump pay
72C		63C		Spec. allowance received: Sea Pay
72D		63D		Spec. allowance received: Submarine pay
72E		63E		Spec. allowance received: Flight pay
72F		63F		Spec. allowance received: Foreign duty pay
72G		63G		Spec. allowance received: Pro pay
72H		63H		Spec. allowance received: COLA
72I		63I		Spec. allowance received: Overseas HA
72J		63J		Spec. allowance received: Other
73		64		Gross amt. received from spec. allow/pay
74		65		Military exchanges: amt. spent/month
75		66		Military commissaries: amt. spent/month
76		67		Civilian groceries: amt. spent/month
77A		68A		Fair monthly allow: Medical services
77B		68B		Fair monthly allow: Military commissaries
77C		68C		Fair monthly allow: Military exchanges
78		69		VEAP: Monthly contribution
79		70		1978 Service contribution to civilian school
80		71		Unused military leave days-current
		72		Leave Days Lost-Last 5 Years
82	14	73	15	% pay R thinks would receive after 26 yrs. service
83		74		Preferred retirement pay schedule(c)
84A	15A	75A	16A	New retirement plan: # yrs R would serve(d)

Table A-3 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 3 TO FORMS 1, 2 AND 4

Variable Name				Item Description
Form 1	Form 2	Form 3(a)	Form 4	
84B	15B	75B	16B	New retirement plan: exp. paygrade at exit(d)
85	16	76	17	Retirement plan choice: current or new(d)
86		77		Civilian job: hrs worked per week 1978
87		78		Civilian job: 1978 gross wages
88A		79A		Spouse: In armed forces
88B		79B		Spouse: Worked full time civ. job
88C		79C		Spouse: Worked part time civ. job.
88D		79D		Spouse: Self employed
88E		79E		Spouse: with job but not at work
88F		79F		Spouse: Unemployed
88G		79G		Spouse: retired
88H		79H		Spouse: In school
88I		79I		Spouse: Keeping house
88J		79J		Spouse: Other
89		80		Spouse number wks worked 1978
90		81		Spouse Gross earnings 1978
91A		82A		Source of Income 1978: Social Security
91B		82B		Source of Income 1978 SSI
91C		82C		Source of Income 1978 Welfare
91D		82D		Source of Income 1978 Food Stamps
91E		82E		Source of Income 1978 Unemployment Compensation
91F		82F		Source of Income 1978 Interest/Dividends
91G		82G		Source of Income 1978 Pensions-Gov't
91H		82H		Source of IncmeE 1978 Pensions-Private
91I		82I		Source of Inc 1978 Alimony
91J		82J		Source of Inc 1978 Other (No Wages,Salaries)
92		83		Total Non-wage Income 1978 (Above Sources)
93	37	84	39	Total Family Income, 1978
94		85		Total Outstanding Debts
95		86		Total Value of Assets
96		87		Financial Situation Compared w/3 Years Ago
97		88		Civilian Job Offers--Past Year
98		89		Probability of finding civ. job
99	15	90	14	Expected civ. earnings/year
100		91		Probability of use of military skills in civ.
101		92		Civilian job location probability
102A		93A		Comparison civ. vs. mil job conds: supervisors
102B		93B		Comparison civ. vs. mil job conds: having say
102C		93C		Comparison civ. vs. mil job conds: retirement
102D		93D		Comparison civ. vs. mil job conds: Medical

Table A-3 (Continued)

## CROSS REFERENCE OF ITEMS IN FORM 3 TO FORMS 1, 2 AND 4

Variable Name				Item Description
Form 1	Form 2	Form 3(a)	Form 4	
102E		93E		Comparison civ. vs. mil job conds: Interesting
102F		93F		Comparison civ. vs. mil job conds: Wages
102G		93G		Comparison civ. vs. mil job conds: Promotion
102H		93H		Comparison civ. vs. mil job conds: Training
102I		93I		Comparison civ. vs. mil job conds: Co-workers
102J		93J		Comparison civ. vs. mil job conds: Work Schedule
102K		93K		Comparison civ. vs. mil job conds: Job security
102L		93L		Comparison civ. vs. mil job conds: Equipment
102M		93M		Comparison civ. vs. mil job conds: Location
103		94		Comparison civ. vs. mil job Compensation
104A		95A		Military life as expected
104B		95B		Future military retirement benefits worse
104C		95C		Military pay will not keep up w/inflation
104D		95D		Family better off if left military
105	83	96	81	Satisfaction with military life
106	84	97	82	Time ended
107	85	98	83	Minutes for completion
108	86	99	84	Survey completed in group
109	87	100	85	Survey completed on off duty time
110	88	101	86	Comments

(a) The third column of this table is the base questionnaire, i.e., Form 3 against which variables in the other three forms have been sorted.

(b) Response categories on Forms 1 and 2, enlisted, differ from those on Forms 3 and 4, officers.

(c) Response categories on Forms 1 and 2, enlisted differ from those on Forms 3 and 4, officers.

(d) The descriptions of the new retirement plan from which "number of years R would serve" and "expected paygrade" are asked differ across Forms. Forms 1 and 3 use the same description but have differing response codes; Forms 2 and 4 use the same description and response codes.

Table A-4

## CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				Item Description
Form 1	Form 2	Form 3	Form 4(a)	
XV1	XV1	XV1	XV1	Form Code
XV2	XV2	XV2	XV2	Questionnaire ID. No.
XV3	XV3	XV3	XV3	RCN No.
1	1	1	1	Time began
2	2	2	2	Month Completing Survey
3	3	3	3	Service
4	4	4	4	Present Pay Grade(b)
26A	5A	17A	5A	Present paygrade promotion: Month
26B	5B	17B	5B	Present paygrade promotion: year
5	6	8	6	Currently assigned to ship
6A	7A	9A	7A	Present location, (1st answer)
6B	7B	9B	7B	Present location, (2nd answer)
7	7C	10	7C	Satisfaction with location
		5	8	Officer Procurement Program
		6	9	Serving Initial Serv. Obligation
		7	10	Yrs. Obligated Serv. Remaining
8	10	11	11	Months active duty service
15	11	12	12	Total years of service expected
16	12	13	13	Final paygrade expected(b)
99	13	90	14	Expected civ. earnings/year
82	14	73	15	% pay R thinks would receive after 26 yrs. service
84A	15A	75A	16A	New retirement plan: # yrs R would serve (c)
84B	15B	75B	16B	New retirement plan: exp. paygrade at exit (c)
85	16	76	17	Retirement plan choice: current or new (c)
40	17	30	18	Sex
41	18	31	19	Age last birthday
42	19	32	20	Age at service entry
	20		21	Residence at Age 16
	21		22	Current residence of family
	22		23	Location size at age 16
44	23	33	24	Race
45	24	34	25	Marital status at service entry
46	25	35	26	Marital status now
47	26	36	27	Yrs. married current spouse
48	27	37	28	Spouse's age last birthday
50	28	39	29	Spouse's education
52	29	41	30	Present highest grade
		42	31	Highest Degree When Entered Service
		43	32	Highest Degree Today
	31		33	Father's highest grade

Table A-4 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				
Form 1	Form 2	Form 3	Form 4(a)	Item Description
54	32 33 34A 34B 34C 34D 34E 34F 34G 34H 34I 34J 34K 34L 34M 34N 34O 34P 34Q 34R 34S 34T 34U 34V 34W 34X	44	34 35 36A 36B 36C 36D 36E 36F 36G 36H 36I 36J 36K 36L 36M 36N 36O 36P 36Q 36R 36S 36T 36U 36V 36W 36X	Mother's highest grade Number dependents excluding self/spouse 1st dependent: Relationship 1st dependent: sex 1st dependent: age 1st dependent: At current location 2nd dependent: Relationship 2nd dependent: sex 2nd dependent: age 2nd dependent: At current location 3rd dependent: Relationship 3rd dependent: sex 3rd dependent: age 3rd dependent: At current location 4th dependent: Relationship 4th dependent: sex 4th dependent: age 4th dependent: At current location 5th dependent: Relationship 5th dependent: sex 5th dependent: age 5th dependent: At current location 6th dependent: Relationship 6th dependent: sex 6th dependent: age 6th dependent: At current location
93	35 36 37 38	84	37 38 39 40	Currently accompanied by spouse Spouse and dependents sponsored Total Family Income, 1978 Number relatives ever on active duty

Table A-4 (Continued)

CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				Item Description
Form 1	Form 2	Form 3	Form 4(a)	
39A		41A	1st relative in mil.:	Relationship
39B		41B	1st relative in mil.:	Army
39C		41C	1st relative in mil.:	Navy
39D		41D	1st relative in mil.:	Marine
39E		41E	1st relative in mil.:	Air Force
39F		41F	1st relative in mil.:	Years service
39G		41G	2nd relative in mil.:	Relationship
39H		41H	2nd relative in mil.:	Army
39I		41I	2nd relative in mil.:	Navy
39J		41J	2nd relative in mil.:	Marine
39K		41K	2nd relative in mil.:	Air Force
39M		41M	3rd relative in mil.:	Relationship
39L		41L	2nd relative in mil.:	Years service
39N		41N	3rd relative in mil.:	Army
39O		41O	3rd relative in mil.:	Navy
39P		41P	3rd relative in mil.:	Marine
39Q		41Q	3rd relative in mil.:	Air Force
39R		41R	3rd relative in mil.:	Years service
39S		41S	4th relative in mil.:	Relationship
39T		41T	4th relative in mil.:	Army
39U		41U	4th relative in mil.:	Navy
39V		41V	4th relative in mil.:	Marine
39W		41W	4th relative in mil.:	Air Force
39X		41X	4th relative in mil.:	Years service
40		42	Months assigned to present post	
41		43	Expected months at present location	
42		44	Curr. loc.: Length of extension	
43A		45A	Curr. loc.: Problem: Drug use	
43B		45B	Curr. loc.: Problem: Alcohol	
43C		45C	Curr. loc.: Problem: Crime	
43D		45D	Curr. Loc.: Problem: Racial tension	
44A		46A	PCS Move problem: higher cost living	
44B		46B	PCS Move problem: Moving/setting up	
44C		46C	PCS Move problem: Moving expenses	
44D		46D	PCS Move problem: Off duty work	
44E		46E	PCS Move problem: Spouse work	
44F		46F	PCS Move problem: Education	
44G		46G	PCS Move problem: Housing	

Table A-4 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				Item Description
Form 1	Form 2	Form 3	Form 4(a)	
	44H		46H	PCS Move problem: Shopping
	44I		46I	PCS Move problem: Child envir.
	44J		46J	PCS Move problem: Spouse envir.
	44K		46K	PCS Move problem: Self envir.
	45		47	Unreimb. Moving expenses, curr. loc.
	46		48	Number location choices
	47		49	Location choice received
19	48	16	50	Next tour: undesirable location probability
	51A		51A	Africa
	51AA		51AA	S. Korea
	51B		51B	Alaska
	51BB		51BB	Spain
	51C		51C	Belgium
	51CC		51CC	Turkey
	51D		51D	Caribbean
	51DD		51DD	U. Kingdom
	51E		51E	ConUS
	51EE		51EE	Other
	51F		51F	ConUS Sea
	51G		51G	ConUS Shore
	51H		51H	Diego Garcia
	51I		51I	E. Asia Sea
	51J		51J	East Europe
	51K		51K	Europe Sea
	51L		51L	Germany
	51M		51M	Greece
	51N		51N	Guam
	51O		51O	Hawaii
	51P		51P	Iceland
	51Q		51Q	Iran
	51R		51R	Italy
	51S		51S	Japan/Okinawa
	51T		51T	NATO Sea
	51U		51U	NATO Shore
	51V		51V	Near East
	51W		51W	Netherlands
	51X		51X	Panama
	51Y		51Y	Philippines
	51Z		51Z	Portugal
	52A		52A	1st choice overseas loc.
	52B		52B	2nd choice overseas loc.
	52C		52C	3rd choice overseas loc.

Table A-4 (Continued)

## CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				Item Description
Form 1	Form 2	Form 3	Form 4(a)	
	52X	52X		2nd to last choice overseas loc.
	52Y	52Y		Next to last choice overseas loc.
	52Z	52Z		Last choice overseas loc.
	55A	53A		Extension probability 1st choice
	55B	53B		Extension probability 2nd choice
	55C	53C		Extension probability 3rd choice
	55X	53X		Extension probability 2nd to last choice
	55Y	53Y		Extension probability next to last choice
	55Z	53Z		Extension probability last choice
	56A	54A		Extension probability \$200 Bonus: 1st choice
	56B	54B		Extension probability \$200 Bonus: 2nd choice
	56C	54C		Extension probability \$200 Bonus: 3rd choice
	56X	54X		Extension Prob., \$200 Bonus: 2nd to Last Choice
	56Y	54Y		Extension Prob., \$200 Bonus: Next to Last Choice
	56Z	54Z		Extension Prob., \$200 Bonus: Last Choice
	57A	55A		Last Overseas Location
	57B	55B		Completion Date: Last Overseas Location
	58	56		Accompanied by Spouse/Dependents Overseas
	59A	57A		Never Overseas
	59B	57B		Current Overseas Loc. Rating: Climate
	59C	57C		Curr. Overseas Loc. Rating: Dist. to Pop. Ctrs.
	59D	57D		Curr. Overseas Loc. Rating: Cost of Living
	59E	57E		Curr. Overseas Loc. Rating: Avail. Mil. Hsng.
	59F	57F		Curr. Overseas Loc. Rating: Avail. Civ. Hsng.
	59G	57G		Curr. Overseas Loc. Rating: Avail. Goods, Svcs.
	59H	57H		Curr. Overseas Loc. Rating: Rec. Facilities
	59I	57I		Curr. Overseas Loc. Rating: Attitude Twd. USA
	59J	57J		Curr. Overseas Loc. Rating: Avail. Wk., Spouse,
	59K	57K		Curr. Overseas Loc. Rating: Quality Deps. School
	59L	57L		Curr. Overseas Loc. Rating: Avail. Med/Self
	59M	57M		Curr. Overseas Loc. Rating: Avail. Med/Sp.Deps
	60	58		Separation from Spouse/Dependents, Last Year
	61	59		Number PCS Moves
	62	60		Number PCS Moves: Spouse or Dependents
	63	61		Number Years Overseas
	64	62		Number Years Sea Duty
	65	63		Opinion: Morale at Present Location
	66	64		Number Military Personnel at Present Location
	67	65		Opinion: Performance of Wartime Duties
	68	66		Opinion: Equipment, Wartime Mission



Table A-4 (Continued)

## CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				
Form 1	Form 2	Form 3	Form 4(a)	Item Description
32A	69A	23A	67A	1st ltr/No. Curr. Primary MOS/Rating/AFSC
32B	69B	23B	67B	2nd ltr/No. Curr. Primary MOS/Rating/AFSC
32C	69C	23C	67C	3rd ltr/No. Curr. Primary MOS/Rating/AFSC
32D	69D	23D	67D	4th ltr/No. Curr. Primary MOS/Rating/AFSC
32E	69E	23E	67E	Don't know Curr. Primary MOS/Rating/AFSC
32F	69F	23F	67F	1st ltr/No. Entry Primary MOS/Rating/AFSC
32G	69G	23G	67G	2nd ltr/No. Entry Primary MOS/Rating/AFSC
32H	69H	23H	67H	3rd ltr/No. Entry Primary MOS/Rating/AFSC
32I	69I	23I	67I	4th ltr/No. Entry Primary MOS/Rating/AFSC
32J	69J	23J	67J	Don't know Entry primary MOS/Rating/AFSC
	70		68	Curr. Primary MOS Original Primary MOS
	71		69	Years Assigned to First Primary MOS
	72		70	Number Mil. Personnel in Primary Work Unit
	73		71	Percent Minorities in Primary Work Unit
	74A		72A	Own Race: Feel Others Better Treated
	74B		72B	Own Race: Avoid Assoc. Other Groups
	74C		72C	Own Race: Talk Badly Other Groups
	74D		72D	Own Race: Discuss Problems Other Groups
	74E		72E	No. Others of Own Race in Unit
	75		73	Service Leaders: Importance of Race Relations/EO
	76		74	Opinion: Racial Treatment
	77		75	Racial Group w/Best Chances Promotion
	78A		76A	Discrimination: Civ. Housing
	78B		76B	Discrimination: Civ. Services
	78C		76C	Discrimination: Exchange Services
	78D		76D	Discrimination: Training, Educ. Opp.
	78E		76E	Discrimination: Promotion Opps.
	78F		76F	Discrimination: Duty Assignments
	79A		77A	Channels for Help: Chaplain
	79B		77B	Channels for Help: Immed. Supervisor
	79C		77C	Channels for Help: Unit Complaint Ofcr/NCO
	79D		77D	Channels for Help: Unit Commander
	79E		77E	Channels for Help: Base Commander
	79F		77F	Channels for Help: Comdr. Higher HQ
	79G		77G	Channels for Help: Inspector General
	79H		77H	Channels for Help: Higher Level Inspector Genl.
	79I		77I	Channels for Help: Armed Forces Disp. Cont. Bd.
	79J		77J	Channels for Help: Secy. Military Dept.
	79K		77K	Channels for Help: Councils
	79L		77L	Channels for Help: EO Office

Table A-4 (Continued)  
CROSS REFERENCE OF ITEMS IN FORM 4 TO FORMS 1, 2 AND 3

Variable Name				Item Description
Form 1	Form 2	Form 3	Form 4(a)	
	79M		77M	Channels for Help: Congressman
	79N		77N	Channels for Help: Other Civ. Agcy., Ind.
	79O		77O	Did Not Have a Problem
	80A		78A	Women: Shd. Be Allowed in My Pri. MOS
	80B		78B	Women: Have Phys. Cap. for MY Pri. MOS
	80C		78C	Women: Have Mental Cap. for My Pri. MOS
	80D		78D	Women: Should Learn to Use Weapons
	80E		78E	Women: Should Engage Hand-to-Hand Combat
	80F		78F	Women: Should Train for Combat
	81		79	Number Women in Primary Work Unit
	82A		80A	Women: More Apt to Work Outside Training
	82B		80B	Women: Get Complaints Handled Better
	82C		80C	Women: Better Opp. Technical Training
	82D		80D	Women: Can't Take Criticism or Discipline
	82E		80E	Women: Receive Less Respect as Officers
	82F		80F	Women: Promoted Ahead of Men
	82G		80G	Women: Will Work Extra Hours
	82H		80H	Women: Expect Special Treatment
	82I		80I	Women: Supervise as Well as Men
	82J		80J	No Women in Unit
105	83	96	81	Satisfaction with military life
106	84	97	82	Time ended
107	85	98	83	Minutes for completion
108	86	99	84	Survey completed in group
109	87	100	85	Survey completed on off duty time
110	88	101	86	Comments

- (a) The fourth column of this table is the base questionnaire, i.e., Form 4 against which variables in the other three forms have been sorted.
- (b) Response categories on Forms 1 and 2, enlisted, differ from those on Forms 3 and 4, officers.
- (c) The descriptions of the new retirement plan from which "number of years R would serve" and "expected paygrade" are asked differ across Forms. Forms 1 and 3 use the same description but have differing response codes; Forms 2 and 4 use the same description and response codes.

## Appendix B

DESCRIPTION OF OCCUPATIONAL SPECIALTY CODESBackground

A great deal of variance exists across the Services in the codes used to identify occupational specialties. As a result, analysts wanting to make comparisons across Services are often seriously handicapped unless they have access to a method which converts the Service-specific nomenclature to common designations. Aside from this problem, the initial data collection and storage methods used in the 1978 DoD Survey have also created data processing problems. In order to enable both cross-Service comparisons and to simplify Service-specific analyses, the Defense Manpower Data Center (DMDC) converted the data for the occupational variables on each of the four files into a set of new variables, appended to each file. The method of conversion, the conventions followed and the new variables are described below.

DMDC is the responsible agency for the Occupational Conversion Manual (DoD 1312.1-M). The most current version of the manual plus all changes made by the Services since its publication is permanently maintained on disk. The disk file is informally referred to as the Occupational Dictionary. Each entry in the file includes Service, personnel type, occupational code, and DoD Occupation Group.

Four years ago DMDC developed program logic for matching the Occupational Dictionary with submission files for the Active Duty Military Data Base to verify and, if necessary, correct the Services' assignment of DoD Occupation Group. Since then, variations of the original program logic have been used for numerous one-time data requests and to add a DoD Occupation Group field to the Reserve Military Data Base. A variation of this program was used in converting the information provided by survey respondents to a uniform set of codes.

Occupational Variables

In each of the four questionnaires, the respondent was asked to

provide both a Current and a First primary MOS/RATING/AFSC, depending on his or her Service. If the respondent did not know the information, space was provided for indicating the lack of that knowledge. The specific items, by Form, are indicated below:

Item Description	Variable Name			
	Form 1	Form 2	Form 3	Form 4
<u>Current</u> Primary MOS/ Rating/AFSC	32A-D	69A-D	23A-D	67A-D
Don't Know <u>Current</u>	32E	69E	23E	67E
<u>First</u> Primary MOS/ Rating/AFSC	32F-I	69F-I	23F-I	67F-I
Don't Know <u>First</u>	32J	69J	23J	67J

#### Reformatting of Current and Primary MOS/RATING/AFSC

In the initial processing of the data, each letter or number of both the Current and First Primary MOS/Rating/AFSC was treated as a separate variable and assigned two (2) tape positions. For example, Navy Rating BMSN appears in tape positions 141-148 in Form 1, with a "blank" preceding each letter. If the respondent indicated that he or she "didn't know" the information, i.e., marked the "Don't Know" item, a value of -3 was entered in each pair of tape positions. If information in the MOS/RATING/AFSC was Missing and the respondent did not mark the "Don't Know" item, a value of -1 was entered in each pair of tape positions. If a respondent entered only a partial occupational specialty, e.g., marked only one or two letters but did not mark the third or fourth, "blanks" were left in the corresponding pair of tape positions.

As a first stage in converting the data, an edit was applied to compress each variable from eight tape positions to four (4). In this process, the values of "-1" and "-3" were maintained when four

consecutive like negative values were encountered; however, each "1" was converted to a blank and "-3" to a "3". Thus "four blanks" are defined as Missing and "3333" as Don't Know. When less than four negative values were encountered, the negative codes were converted to "blanks". Answers marked as "I" by the respondents were converted to "1."

#### Conversion to DoD Occupation Group

The edited four-position field was matched against an automated version of the DoD Occupation Conversion Manual to convert the MOS/RATING/AFSC to a DoD Occupation Group and create a new variable. If no match with the Occupational Dictionary was made, the newly created field was set to a negative four (-4). The compressed form of the data was left in its original form.

#### Problems Encountered in the Conversion

In the course of converting to the DoD Occupation Group codes, a series of problems was encountered and resolved. These problems are discussed separately below by Service and by enlisted and officer ranks. Comments for enlisted personnel apply to Form 1 and Form 2; those for officers apply to Form 3 and Form 4.

Army Enlisted: Some respondents specified only the first three positions of the MOS. For the purposes of assigning DoD occupation group, the fourth position logic assigned DoD group 950 only if there was a "0" coded in the fourth position, potentially some trainee-level MOSs were not properly coded. If a respondent right-justified a three-position MOS, no DoD Group was assigned.

Army Officer: If a respondent right-justified the three-position MOS, no DoD Group was assigned.

Navy Enlisted: The primary means of assigning DoD Group is on the basis of Navy Enlisted Classification (NEC). Since respondents were not asked to specify NEC, the first portion of the program logic was eliminated. The second portion of the logic assigns a DoD Group on the basis of a three-position

Rating (two alpha characters and a blank or three alpha characters). Major modifications to this logic had to be made because of two problematic areas in the survey data. First, respondents were not instructed to specify the Rating alone; rather, they were instructed to code either their Rating and Rate (in the case of designated strikers) or their Rating and Grade. Second, there was a wide variation in the entries. Some indicated only their Rating. Some E-7's, E-8's and E-9's (correctly), given the survey instructions, specified their Rating followed by a "C". Some, who used only two or three positions of the allowable four positions, right-justified their responses. The net result of all these factors is that for a proportion of the Navy enlisted respondents, no DoD Group is coded, and where the DoD Group is assigned, it may be an imprecise reflection of the individual's occupation.

Navy Officer: Respondents were instructed to code their Designator. Since the DoD occupation conversion system utilizes the NOBC rather than the Designator, no DoD Group could be assigned unless, by chance, a Designator had the identical sequence of numbers as a valid NOBC.

Air Force Enlisted: In the DoD Survey only four positions were allocated for the entry of Service occupation. The enlisted AFSC, though, is a five-position code. Since the fifth position is frequently crucial to assigning a DoD Group, some cases were probably assigned an incorrect DoD group. The exact number is indeterminable.

Air Force Officer, Marine Corps Enlisted, and Marine Corps Officer: Since the Air Force Officer AFSC, Marine Corps Enlisted and Officer MOS are all four-position numeric codes, the assignment of DoD Group was straightforward.

#### Names and Locations of Variables

After the editing and conversion, four new variables have been appended to each of the forms. The names of these variables are given below:

1. CURRDOC: Current MOS/RATING/AFSC converted to DoD Occupational Group
2. ENTRYDOC: First MOS/RATING/AFSC converted to DoD Occupational Group
3. CURRMOS: Current MOS/RATING/AFSC compressed into a four position field.
4. ENTRYMOS: First MOS/RATING/AFSC compressed into a four position field.

The file locations, by Form, are listed below:

<u>Variable</u>	<u>Tape Positions</u>			
	Form 1	Form 2	Form 3	Form 4
CURRDOC	476-478	572-574	433-435	547-549
ENTRYDOC	479-481	575-577	436-438	550-552
CURRMOS	482-485	578-581	439-442	553-556
ENTRYMOS	486-489	582-585	443-446	557-560

For definitions of CURRDOC and ENTRYDOC, the user is referred to DoD 1313.1-M Occupational Conversion Manual. For definitions of the Service-specific codes, CURRMOS and ENTRYMOS, and other technical information the user is referred to the following:

#### ARMY

AR 611-201, Personnel Selection and Classification; Enlisted Career Management Fields and Military Occupational Specialties.

AR 611-101, Personnel Selection and Classification; Commissioned Officer Specialty Classification System.

AR 611-112, Personnel Selection and Classification; Manual of Warrant Officer Military Occupational Specialties

NAVY

NAVPERS 18068D, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Sections I and II.

NAVPERS 15839D, Manual of Navy Officer Manpower and Personnel Classifications, Volume 1.

MARINE CORPS

MCO P1200.7D, Military Occupational Specialties Manual, (MOS Manual).

AIR FORCE

AFM 39-1 Enlisted Personnel, Airman Classification Manual.

AFM 36-1 Officer Personnel, Officer Classification Manual.

DEFENSE

DoD 1312.1, Occupational Conversion Manual.

Technical Report No. 372, Integrated Defense Occupational Stratification System, (Presearch, Inc.).



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